



## XXX Police Department

### Active Bystandership for Law Enforcement (ABLE) Project™

The XXX Police Department has elected to participate in the national Active Bystandership for Law Enforcement (ABLE) Project™. The XXX Police Department is committed to developing and supporting officers who demonstrate an understanding of and commitment to active bystandership. The ABLE Project provides training, technical assistance, and research, all with the aim of creating a police culture in which officers routinely intervene as necessary to:

- Prevent misconduct,
- Avoid police mistakes, and
- Promote officer health and wellness.

Through our participation in the ABLE Project, The ABLE Center of Excellence at the Caruth Police Institute for initial implementation through practical, scenario-based training for all officers of the Agency in the strategies and tactics of police peer intervention. The XXX Police Department will then embed an 8-hour ABLE course in the basic academy as well as add the two-hour refresher course in core training.

#### 1. Duty to Intervene

Employees of the XXX Police Department have a moral, ethical, and/or legal duty to intervene to prevent another employee from conduct that would unnecessarily harm others or would violate law or policy. This duty applies regardless of rank. Intervention is required where the bystander employee is witness to and has a reasonable opportunity to prevent or mitigate harm caused by policy or legal violations, or mistakes. Employees are also encouraged to intervene to assist colleagues in addressing health and wellness concerns, even where those concerns are not currently resulting in policy or legal violations. Employees should intervene in a manner that protects the safety of the community, their colleagues, and themselves to the greatest extent possible.



## **2. Training**

XXX Police Department's and the ABLE Center of Excellence at the Caruth Police Institute's ABLE training offers practical strategies and tactics to maximize the effectiveness of interventions when they are necessary, and to ensure, where possible, interventions are handled safely, professionally, and respectfully. All officers, including Agency leaders, will receive at least 8 hours of initial dedicated ABLE training and at least 2 hours of annual ABLE refresher training. Training will be conducted with complete fidelity to the ABLE curriculum, and in a manner consistent with all ABLE program guidelines. ABLE training will be taught to classes of 30 or fewer officers (20-25 preferred) by two ABLE-certified instructors. The principles of active bystandership also will be incorporated into relevant Academy (recruit and in-service) courses. ABLE-certified instructors may be called upon to provide training to surrounding ABLE-certified law enforcement agencies, per the ABLE Program Standards.

## **3. Training for ABLE Instructors**

All ABLE instructors must have been certified through the Train-the-Trainer process offered by the ABLE Project. ABLE instructors will review supplemental teaching materials, participate in supplemental training programs, and attend annual refresher training provided by the ABLE Project.

## **4. Program Leadership**

XXX Police Department has designated an ABLE Program Coordinator who resides within the [work assignment - Patrol Bureau/Admin Team/Professional Standards Division etc.]. The ABLE Program Coordinator is responsible for leading the implementation of ABLE, including the roll out, promotion, and reinforcement of the program, and for playing an active role in embedding ABLE in the Agency's organizational culture. The Program Coordinator will provide guidance and assistance to employees as necessary. The Program Coordinator also will work with Agency leadership to ensure the Agency is meeting the ABLE Program Standards. The Program Coordinator will report program status (e.g., number of officers trained) to the ABLE Project, as requested.

## **5. Program Reinforcement**

Supervisors at all levels will reinforce the core principles of active bystandership during roll calls and other appropriate agency activities.



## **6. Investigations**

XXX PD Internal Affairs Division will investigate all apparent instances of a failure to intervene, whether discovered during the course of any use of force review, misconduct investigation, a community oversight review, or by any other means.

## **7. Discipline Mitigation**

There are often aggravating and mitigating circumstances of an offense that may impact the appropriateness of a given penalty. The XXX Police Department supports officers who intervene to prevent inappropriate actions or misconduct by its members. Additionally, supporting officer (mental) health/wellness is a priority. An effective intervention that was accepted by the accused officer will be considered a mitigating factor for both the accused officer and the intervening officer in any discipline resulting from the underlying activity that prompted the need for the intervention.

## **8. Reporting**

ABLE is not a reporting program, policy, or rule. XXX Police Department intentionally has decided to adopt ABLE principles as a foundational element of our organizational values with the intent to help teach officers practical strategies and skills to effectively intervene in another officer's conduct, regardless of rank, when necessary to prevent misconduct, reduce mistakes, and promote officer health and wellness. ABLE does not alter the Agency's reporting policies. If an action was reportable pursuant to Agency policy before the adoption of ABLE, it continues to be reportable following the adoption of ABLE.

## **9. No Retaliation**

The XXX Police Department promotes and supports intervention to protect the community we serve and one another and will not tolerate retaliation against an employee for exercising their duty to intervene. Nor will employees who engage in a good faith act of intervention to promote employee health or wellness be subject to retaliation. A good faith intervention is considered a protected activity. This commitment



is part of XXX Police Department's commitment to providing a culture in which employees are free from harassment and retaliation of any kind. Acts of harassment and retaliation are forms of serious misconduct and may result in an investigation and/or appropriate disciplinary action.

## 10. Insignia

All attendees will be permitted to wear their authorized ABLE Instructor bar on their uniforms. All officers will be permitted to wear an authorized ABLE bar on their uniforms consistent with Policy #XXXX.