

P.R.O.T.E.C.T.

A Guide for Law Enforcement Engagement with Students of Color



Partner with Community

Campus police should utilize community policing strategies to ensure community members are partners in creating public safety. The community policing approach should incorporate consultation of an advisory group comprised of students, faculty, and staff on programs and policy, including use of force and crime prevention; geographic and functional decentralization with officers assigned to specific areas of campus; and use of foot and bicycle patrol to allow officers to interact frequently with students.¹



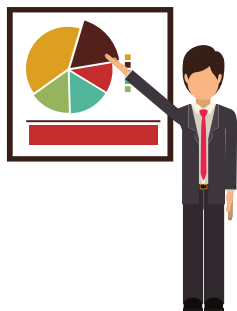
Review Use of Force

Campus police should adopt use of force policies that emphasize de-escalation and accountability. Campus should also receive rigorous practical training on use of force situations, including shoot/don't shoot scenarios and tactics for resolution without violence. Policies should require formal review of use of force incidents that exceed a specified level of force and mandate the use of independent investigators in all serious use of force incidents.²



Open Reporting

Campus police should also provide data on use of force incidents and all detentions (stops, frisks, searches, summons, and arrests) disaggregated by race or ethnicity, sex, disability, English as a second language, and school vs non-school contact. Data aggregated by demographics provides context and should be considered in management decisions.³



Train on Implicit Bias and Cultural Diversity

Colleges and universities can build trust and legitimacy with diverse communities by recognizing their unique experiences and taking proactive steps to prevent profiling. Implicit bias and cultural diversity training are important to distinguish between a person or situation being different or dangerous. Students, faculty, staff, and campus police should complete implicit bias and cultural diversity training.⁴



Eliminate Profiling

Campus police should establish clear and comprehensive policies against profiling and discrimination based on race, ethnicity, national origin, religion, age, gender, gender identity or expression, sexual orientation, immigration status, disability, housing status, occupation, and language fluency that describe behavior and evidentiary standards. Campus police should collect and analyze profiling data.⁵



Coordinate Crisis Response

Colleges and universities employ professionals trained to respond to crisis situations that frequently arise on campus, such as drug or alcohol abuse, mental health disturbances, or sexual or domestic misconduct. Campus police are usually the only responders to emergency calls, even when the caller describes one of these crisis situations. All campus police should receive annual crisis intervention training so they are prepared to respond effectively. Colleges and universities should further support campus police through the engagement of a multidisciplinary team of health and social service providers assigned to respond with police to crisis situations.⁶



Transparent Communication

Colleges and universities should require transparency from campus police. Policies on use of force and in-custody deaths should include procedures for the timely release of information, specifying what types of information will be released, when, and in what situations. Policies should at least require a summary statement within 24 hours in the event of use of force resulting injury or death, officer-involved shootings resulting in injury or death, or in-custody deaths.⁷



The Lawyers' Committee for Civil Rights Under Law established its Criminal Justice Project (CJP) to address racial disparities within criminal justice system that have resulted from the criminalization of poverty and contributed to mass incarceration. The CJP also works to promote programs and policies that ensure equality and fairness in law enforcement and access to counsel for indigent defendants.



National Black Law Student Association (NBLSA) is a national organization formed to articulate and promote the needs and goals of Black law students in order to effectuate change in the legal community. NBLSA is proud to be one of the largest student-run organizations in the United States, with representation in law schools of nearly every state in the nation and Puerto Rico.

[1] The President's Task Force on 21st Century Policing ("21st Century Policing Task Force"), May 2015, 1.5.1, 2.1, 4.1, 4.2, 4.5, 4.5.1, 4.5.3, 5.2; *Protecting Civil Rights: A Leadership Guide for State, Local, and Tribal Enforcement*, International Association of Chiefs of Police ("IACP Protecting Civil Rights Guide"), September 2006, 27-44.

[2] 21st Century Policing Task Force, 2.2, 2.2.1, 2.2.2, 2.2.4, 2.2.6; IACP Protecting Civil Rights Guide, 113-48.

[3] 21st Century Policing Task Force, 2.6; IACP Protecting Civil Rights Guide, 136-38, 141-44.

[4] 21st Century Policing Task Force, 5.9, 5.9.1, 5.9.2; IACP Protecting Civil Rights Guide, 164-66.

[5] 21st Century Policing Task Force, 2.13; IACP Protecting Civil Rights Guide, 168-84.

[6] 21st Century Policing Task Force, 4.3, 4.3.1, 4.3.2; IACP Protecting Civil Rights Guide, 135-36.

[7] 21st Century Policing Task Force, 1.3.1, 1.3.2, 2.2.5; IACP Protecting Civil Rights Guide, 136-38, 141-44.