

OFFICE OF THE CHIEF OF POLICE

NOTICE **13.5**

December 18, 2020

TO: All Department Personnel

FROM: Chief of Police

SUBJECT: REVISED BIASED POLICING/ALTERNATIVE COMPLAINT RESOLUTION – PILOT PROGRAM; AND, THE ALTERNATIVE COMPLAINT RESOLUTION ACKNOWLEDGEMENT, FORM 01.28.96 – RENAMED AND REVISED

The Department currently uses two types of alternative dispute resolution processes to resolve complaints of misconduct: the Community Police Unification Program (CPUP) and the Alternative Complaint Resolution (ACR). Because alternative dispute resolution has been shown to increase understanding between parties and improve public trust, strategies to increase participation have been implemented. This Notice revises ACR procedural constraints and eligibility to include biased policing complaints for a three-year pilot study. The pilot program will become effective once the appropriate P-Learning course prerequisite has been posted on the Department's Local Area Network. This Notice also revises and renames the Alternative Complaint Resolution Acknowledgement, Form 01.28.96, as the Alternative Complaint Resolution Agreement.

Under current procedures, complaints of biased policing are not eligible for the ACR process. However, for this pilot study, selected biased policing complaints may be eligible for ACR when conducted by supervisors who have received specialized training. In addition to mediation and a full investigation, the ACR adds a third option for resolving eligible complaints.

Eligibility Guidelines. The ACR pilot process is limited to public complaints of biased policing and/or discourtesy where there are no additional allegations; or, only additional minor allegations of misconduct, including some unlawful detentions or searches. Complaints of biased policing and discourtesy shall be recorded with a Complaint Form (CF) No. by the same method as any other public complaint of misconduct.

Complaints involving the following circumstances shall not be resolved through the ACR process:

- A reportable use of force;
- Ethnic remark or other specific discourtesy directed at a class of persons;
- A complainant was arrested;
- A lawsuit was filed;
- A person was injured;
- Property was damaged;
- Excessive delay in reporting allegations; or,
- Allegations of criminal misconduct.

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Table of Contents Los Angeles Police Department Policy Manual

1. Understanding the eBook Los Angeles Police Department Policy Manual
 - The Rise of Digital Reading Los Angeles Police Department Policy Manual
 - Advantages of eBooks Over Traditional Books
2. Identifying Los Angeles Police Department Policy Manual
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Los Angeles Police Department Policy Manual
 - User-Friendly Interface
4. Exploring eBook Recommendations from Los Angeles Police Department Policy Manual
 - Personalized Recommendations
 - Los Angeles Police Department Policy Manual User Reviews and Ratings
 - Los Angeles Police Department Policy Manual and Bestseller Lists
5. Accessing Los Angeles Police Department Policy Manual Free and Paid eBooks
 - Los Angeles Police Department Policy Manual Public Domain eBooks
 - Los Angeles Police Department Policy Manual eBook Subscription Services
 - Los Angeles Police Department Policy Manual Budget-Friendly Options

6. Navigating Los Angeles Police Department Policy Manual eBook Formats
 - ePub, PDF, MOBI, and More
 - Los Angeles Police Department Policy Manual Compatibility with Devices
 - Los Angeles Police Department Policy Manual Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Los Angeles Police Department Policy Manual
 - Highlighting and Note-Taking Los Angeles Police Department Policy Manual
 - Interactive Elements Los Angeles Police Department Policy Manual
8. Staying Engaged with Los Angeles Police Department Policy Manual
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Los Angeles Police Department Policy Manual
9. Balancing eBooks and Physical Books Los Angeles Police Department Policy Manual
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Los Angeles Police Department Policy Manual
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Los Angeles Police Department Policy Manual
 - Setting Reading Goals Los Angeles Police Department Policy Manual
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Los Angeles Police Department Policy Manual
 - Fact-Checking eBook Content of Los Angeles Police Department Policy Manual
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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