

Fresno Police Department Pillar 2- Policy and Oversight

The Fresno Police Department is committed to continually developing our policy to keep up with the ever changing needs of our community. Our agency strives in providing policies that promote the safety for both citizens and officers, while increasing efficacy in department practices. FPD utilizes procedural justice practices as we continue to serve our diverse community with fairness and equality. The Fresno Police Department continues the open line of communication between the public and its officers while ensuring established policies are not only followed, but modified as needed if they no longer serve the needs of the department and/or the community. Transparency and accountability are of utmost importance as we continue to follow procedural justice as our guide.

Some examples of policy development and oversight:

Policies Reflect Our Community's Values

Serving our community and building trust “with” the community as our Mission Statement notes, members of FPD routinely get feedback from the community on issues that are important to them. When members handle calls for service, or attend community outreach events, they also have an opportunity to interact and communicate with citizens and find out first hand from them what issues FPD should maintain as priorities and what values our department should maintain. The identified values are of utmost importance for our agency and included not only in our Mission Statement, but in the daily actions of our department members. Some of the values identified by our department are ensuring the safety of our citizens, ensuring equal treatment of all citizens, accountability, and building community relations and trust.

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Use of Force Policy

The Fresno Police Department's Use of Force policy expects officers to take into consideration a list of factors to determine the reasonableness of the force utilized, and dictate that officers shall use only the amount of force that appears necessary. Officers shall utilize lethal force only in incidents where they fear immediate threat of death or serious bodily injury is endangering their lives, or the life of another. Officers are also trained in communication and de-escalation techniques, as well as required to provide medical care in the event force is utilized. The Use of Force policy, as well as all other Fresno Police Department policies and procedures are available to the public for review.

FPD Officers are required to attend Advanced Officer Training (AOT) which includes interactive shoot/don't shoot simulator scenarios, simunition shooting training, as well as training on less than lethal options.

Racial/Bias-Based Profiling

Fresno Police Department prohibits officers from being involved in racial and bias-based profiling. FPD values the diversity of its community members. FPD provides mandatory training to members of the department which impart the importance of avoiding racial/bias-based profiling. Members of the Fresno Police Department are required by policy to abide by the law and department policy by avoiding any racial/based profiling when making self-initiated contacts. Racial/bias-based profiling training is initially introduced in the Police Academy, and continual training continues regularly during the officer's tenure with the department.

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Fresno Police Sergeant Bryan Williams holds a free boxing session for community children

Trust and Transparency

The Fresno Police Department values the relationship between the public and the department. FPD proactively engages the community in continuous communication. This open line of communication allows the department to identify outdated policies and procedures. FPD policies and procedures are modified on a regular basis to meet the ever changing needs of the community. FPD is committed to be transparent with the community with our policies and procedures as well as ensuring our policies and procedures are not stagnant. It is important for our department to make policy and procedure changes with the needs of our community in mind. Trust and transparency are of utmost importance for our community and our department members as well.

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Police Chief Jerry Dyer is part of a panel who answered questions regarding Domestic Violence laws and FPD Policies and Procedures along with other community leaders and Domestic Violence Survivors



Officer Lindsay Dozier jumping rope with neighborhood children

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Accreditation

The Fresno Police Department holds itself to a higher standard. FPD has voluntarily met the standards held by the Commission on Accreditation for Law Enforcement Agencies (CALEA). In order to be CALEA accredited, FPD had to complete a very strenuous internal evaluation including an evaluation of department policies and procedures, as well as random audits and inspections to ensure department policies and procedures are being adhered to. CALEA accreditation has increased the trust between the community and the department as well as ensured our department members hold themselves to a higher standard.

Department Demographics

The Fresno Police Department will be compiling demographic census data regarding the demographics of department members, including race, gender, and age. Once the information is compiled, it will be made available to the public through the department website. Collected data will be utilized to create a long term recruitment plan that will allow FPD to recruit qualified candidates in the demographics identified as not being representative of the community demographics. The long term recruitment plan will also identify ways for the agency to continue developing quality employees once they are employed by the agency. Continuing to develop employees will allow the agency to promote qualified candidates to executive and command ranks in the future.

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Collection of Demographic Data During Police Contacts

Beginning January 1, 2019, all Fresno Police Department officers making detentions must collect demographic data utilizing the “Stop Data Collection System” (SDCS). Once the demographic data is collected, it will be analyzed. The collection of the data will assist FPD in creating future evidence-based policies.

Predetermined Number of Arrests, Tickets or Citations Discouraged

Members of the Fresno Police Department do not subscribe to the practice of requiring officers to issue a predetermined number of arrests, tickets, or citations. Requiring such statistical data could lead to the corruption of the noble cause and goes against FPD’s first priority of improving public safety.