


<p>FALL RIVER POLICE DEPARTMENT</p> <p>Administration Manual</p>		
<p>Use of Force (Lethal & Less Lethal)</p>		<p>POLICY</p> <p>SOP-ADM.04.1</p>
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USE OF LETHAL/LESS-LETHAL FORCE

ANNUAL REVIEW

1. As of February 2019 an annual review has been concluded on the following Standard Operating Procedure. There have been several changes made to the original document issued July 31, 2014.

2019 REVIEW PERSONNEL

Captain Paul Gauvin, Lieutenant David Gouveia and Sergeant James T. Hoar

BACKGROUND

1. Because there are an unlimited number of possibilities allowing for a wide variety of circumstances, no rule, standard operating procedure or regulation can offer definitive answers to every situation encountered in which the use of force is necessary. This standard operating procedure will offer a uniform basis on which to utilize sound judgment in making decisions regarding the use of force.
2. Officers should be aware that the United States Supreme Court has made it clear that the standard for police use of force is judged against the “objective reasonableness” of the Fourth Amendment. In the use of any force, but, particularly in the use of lethal force, we, the police, must be able to articulate a governmental interest greater than the subjects’ interest, in the seizure of their life.
3. The United States Supreme Court has made its position clear regarding the use of force when making an arrest in *Graham v. Connor*, 490 U. S. 386 (1989), a less-than-lethal-force case, and in *Tennessee v. Garner*, 471 U.S. 1, 8 (1985), a lethal force case. The United States Supreme Court held in both types of stops (seizures) that the central issue in the use of force, whether lethal or non lethal, was if the force that was used was reasonable in light of the facts and circumstances at the time of the incident, and not with the 20/20 vision of hindsight. (4.1.1)

PURPOSE

1. The purpose of this policy is to establish guidelines for the use of lethal/less lethal force by police officers, environmental officers and retired officers of the Fall River Police Department in the performance of their duties, as well as to establish appropriate training, reporting and record keeping procedures for such use of force.
2. All sworn officers, environmental officers, laid off and retired officers will be issued a copy of and be instructed on this policy prior to being issued any lethal or less-lethal weapon, this will be documented in the sign-up sheet. For the purpose of this Standard Operating Procedure the term lethal is synonymous with the word deadly. (4.3.4)

POLICY

1. The Fall River Police Department recognizes and respects the value and special integrity of each human life. By vesting police officers with the lawful authority to use force to protect the public well being, a careful balancing of all human interests is required. Therefore, it is the policy of the Fall River Police Department that when forced is used to accomplish lawful objectives to effectively bring an incident under control, while protecting the lives of the officer or another individual, that personnel shall use only the force that is reasonably necessary. (4.1.1)
2. Members of the Fall River Police Department shall use force in arrests and custody situations only in strict conformance with the laws and Constitution of Massachusetts and the Constitution of the United States.
3. When acting in the capacity of a police officer, on or off duty, officers must comply with the directives of this policy. Any use of force that is not in conformance with this policy shall be considered outside the officers' scope of authority.
4. Members of the Fall River Police Department must be proficient in the use of any issued authorized department weapon(s) prior to being allowed to carry such weapon. (4.3.2)
5. **This policy is not intended to inhibit or prohibit the proper action(s) of any officer who believes that they are in danger of threatened bodily injury, serious bodily injury or death.**

DEFINITIONS

Active Resistant Subject (4.1.2)

1. The subject's non-compliance is increased in scope and/or intensity. The subject's non-compliance now includes energy enhanced physical or mechanical defiance. (4.1.2)

Assaultive (Bodily Harm) Subject (4.1.2)

1. The officer's attempt to gain lawful compliance has culminated in a perceived or actual attack on the officer or others. The officer makes the reasonable assessment that such actions by the subject would **not** result in the officer's or other's death or serious bodily harm. (4.1.2)

Assaultive (Serious Bodily Harm or Death) Subject (4.1.2)

1. The officer's attempt to gain lawful compliance has culminated in the perception of an attack or the potential for such an attack on the officer or others. The officer makes the reasonable assessment that such actions by the subject **could** result in serious bodily harm or death to the officers or others. (4.1.2)

Bodily Injury (4.1.2)

1. Substantial impairment of the physical condition, including, but not limited to, any burn, fracture of any bone, subdural hematoma, injury to any internal organ, or any injury which occurs as the result of repeated harm to any bodily function or organ.(Massachusetts General Law definition).Impairment of physical condition or substantial pain. (4.1.2)

**Dangerous
Weapon**
(4.1.2)

1. Any instrument, article or substance, which, under the circumstances used, attempt to use, or threatened to be used, is readily capable of causing death or serious physical injury. (4.1.2)

Firearm

1. A weapon, by whatever name known, which is designed to expel a projectile by the action of any “burning propellant” gunpowder and which is readily capable of use as a weapon.

**Less-Lethal
Force**

1. Force, that when used, is not intended to cause serious bodily injury or death (e.g. pepper spray, baton, beanbag, Taser).

Lethal Force
(4.1.2)

1. Force, that when used, will cause serious bodily injury or death. (4.1.2)

M.P.T.C.

1. Municipal Police Training Committee.

Non Lethal

1. Non-Lethal force is that amount of force that will generally not result in serious bodily injury or death (e.g. armbar).

**Passive
Resistant
Subject**

1. The preliminary level of citizen non-compliance. Here, the citizen, although non-compliant, offers no physical or mechanical energy enhancement toward the resistant effort.

Prudence

1. Prudence is cautious, discreet, or shrewd action having due regard for the rights of citizens while maintaining an awareness of the responsibilities of a police officer.

Reasonableness

1. Reasonableness means within reason, moderate and/or fair action suitable to the confrontation. The final decision as to the prudence and reasonableness of a police action will be determined on a case-by-case basis by those members of the department called upon to judge the propriety of a fellow officer's action(s).

**Reasonable Amount
Of Force**
(4.1.2)

1. The least amount of force necessary to subdue or arrest a subject while maintaining officer and public safety and protecting life and property. (4.1.2)

**Reasonably
Belief**
(4.1.2)

1. A subjective standard where an officer acted on personal knowledge of circumstances which are reasonably trustworthy; that would justify a person of average caution to believe that a fact is true. (4.1.2)

**Reasonably
Necessary**
(4.1.2)

1. An action is reasonably necessary when based on at least a reasonable belief. (4.1.2)

**Serious Bodily
Injury**
(4.1.2)

1. Physical injury which results in a permanent disfigurement; or the loss or impairment of a bodily function, limb or organ; or a substantial risk of death, (Massachusetts General Law definition). (4.1.2)

PROCEDURES

**Use of Lethal
Force**
(4.1.2)

1. Lethal force shall only be used when an officer reasonably believes that a lesser degree of force is inadequate, and lethal force must be used to **stop the aggressor when the officer or another person is in imminent danger of receiving serious bodily injury or being killed.** (4.1.2)
2. An officer may use lethal force to affect an arrest or to prevent the escape of a person in custody whom the officer reasonably believes:
 - a. acts in such a manner so as to present a clear and imminent danger of death or serious bodily injury to any person, (4.1.2)
 - b. is escaping from lawful confinement from a detention facility, charged with or convicted of a felony, *and* presents an imminent danger to human life or of serious bodily injury to another or (4.1.2)
 - c. is in immediate flight from the commission of a felony, *and* presents an imminent danger to human life or of serious bodily injury to another. (4.1.2)

**Weapons and
Control
Techniques**

1. Officers shall exercise due care if a decision is made to use a non-lethal weapon and compliance / control techniques. Non-Lethal weapons and/or control techniques shall only be those issued and/or approved for use by the department. Use of such weapons and/or control techniques shall conform to applicable departmental standards of conduct, policies, procedures and training.

USE OF FORCE TRAINING

USE OF FORCE TRAINING

1. At least annually, all sworn officers are required to successfully complete in-service training in the use of force policy, the use of force reporting requirements and demonstrate proficiency with all approved lethal weapons and electronic controlled weapons that the employee is authorized to use. (4.3.3) (b)
2. In-service training for other less-lethal weapons and weaponless control techniques shall occur at least bi-annually. (4.3.3) (b)
3. Authorized agency personnel shall carry only those weapons (Lethal, less lethal and ammunition) which are authorized by the Chief of Police and with which they have successfully completed training. (4.3.2)
4. Proficiency training will include a qualification course which is monitored by a certified Municipal Police Training Committee instructor. This course must be completed successfully for each firearm issued to the police officer. (4.3.3) (a)
 - a. All training proficiency shall be documented. (4.3.3) (b)

Remedial Training

1. Remedial training shall be provided for any mandatory training that requires an employee to meet a set standard to achieve qualification/certification. The employee shall not resume official duties until they have successfully met the qualification / certification required. A reasonable period of remedial training shall be provided by the Fall River Police Department to assist an employee having difficulty in meeting the required minimum standards of performance in a specific area. (4.3.3) (c)

**Annual Police
Shoot**

1. The annual training will consist of an eight (8) hour day.
 - a. The training will be in accordance with current Municipal Police Training Committee Training Standards.
 - b. The training will be conducted by firearms instructors, certified by the Municipal Police Training Committee Standards.
 - c. Sworn personnel will be required to achieve weapon proficiency and a passing score for four separate weapons systems, (handgun, patrol rifle, shotgun and less-lethal shotgun).
 - d. Personnel failing the annual qualification will receive remedial instruction by a certified firearms instructor and re-qualify within thirty (30) days prior to resuming official duties. The remedial instruction will be at the discretion of the lead instructor. **(4.3.3) (c)**
 - e. All training and proficiency shall be documented. **(4.3.3) (b)**

USE OF FORCE CONTINUUM:

**USE OF FORCE
CONTINUUM**

1. This policy is not intended to inhibit or prohibit the reasonable and proper action(s) of any officer who believes that they are in danger of bodily injury, serious bodily injury or death.
2. The Fall River Police Department follows the Municipal Police Training Committee (M.P.T.C.) Use Of Force Model.

LEVEL I

**Compliant
Subject**

1. A compliant subject represents the vast majority of officer/citizen confrontations in the form of cooperation and control. Cooperation is generally established and maintained via cultural acceptance, verbalization skills, etc.

**Cooperative
Controls**

1. Include contemporary controls developed to preserve officer safety and security, including: communication skills, restraint applications, etc.

Example

1. Arrestee is cooperative and submits to your authority. Subject properly allows themselves to be handcuffed with hands behind the back and back of hands together.

**Officer
Response**

1. Command presence, communications skills, and restraint applications (proper handcuffing), etc.

LEVEL II

Passive Resistant Subject

1. The preliminary level of citizen non-compliance. Here, the citizen, although non-compliant, offers no physical or mechanical energy enhancement toward the resistant effort.

Contact Controls

1. Includes resistant countermeasures designed to guide or direct the non-compliant subject. These “hands on” tactics would include the elbow/wrist grasp, hand rotation position, etc.

Example

1. Arrestee offers no physical resistance but refuses to place their hands behind their back; the protester who goes limp to make arrest difficult, etc

Reasonable Officer Response

1. May include the following (listed alphabetically):
 - a. basic escort position,
 - b. Conducted Electrical Weapon (TASER) **Spark Display** (PD352, Appendix 3).
 - c. elbow/wrist grab,
 - d. hand rotation technique.

Example

1. A passive resistant subject that has a history of violence towards police; the passive resistant subject is a very large individual; the passive resistant subject has martial art or fighting experience; the passive resistant subject is part of a hostile, aggressive group, etc.

LEVEL III**Active Resistant Subject**

1. The subject's compliance is increased in scope and/or intensity. The subject's non-compliance now includes energy enhanced physical or mechanical defiance.

Compliance Techniques

1. Includes resistant countermeasures designed to counter the subject's enhanced degree of resistance. These tactics could include the hand rotation technique, Oleoresin Capsicum Spray, etc.

Example

1. Subject under arrest pulls his arms away when you grab his wrists; Subject under arrest tries to break free of your grasp, etc.

Reasonable Officer Response

1. May include the following (listed alphabetically):
 - a. arm-bar takedown,
 - b. baton arm-locks,
 - c. Conducted Electronic Weapon (TASER) Drive Stun (PD352, Appendix 3).
 - The Executive Office of Public Safety and Security and the Municipal Police Training Committee have taken the stance that juveniles shall not be subjected to a Conducted Electronic Weapon (TASER) deployment unless there are extenuating circumstances.
 - A juvenile that is at Level III Active Resistant or Level IV Assaultive Bodily Harm shall not be subjected to a Conducted Electronic Weapon (TASER) deployment unless extenuating circumstances exist.

- An example of extenuating circumstances may be a large juvenile that appears to be an adult due to his size or physical maturity, or the threat created by the subject towards themselves, the officer or others exceeds the potential harm by the Conducted Electronic Weapon (TASER).
 - All Use of Force will be determined by the objective reasonableness standard set forth in Graham vs. Conner.
- d. distraction techniques:
- **Mandibular Angle:**
 - the pad of the thumb is facing forward and is placed behind the upper jaw. Pressure is applied in and slightly forward.
 - **Tricep Pinch:**
 - officer grabs a small piece of skin just below the tricep muscle and toward the inside of the arm. Squeeze and twist.
 - **Radial Nerve:**
 - located at the top of the forearm where two of the large muscles in the forearm separate. Approximately 3-4 inches down from the elbow. Officer will use empty hand strikes.
 - **Median Nerve:**
 - located on the inside of the forearm. Approximately 3-4 inches down from the bend in the arm. Officer will use empty hand strikes.
 - **Hip Push:**
 - officer's hand closest to the subject is placed on subject's hip. The hip is pushed in past the subject's center line.

- **Shin Scrape:**
 - the side of the officer's foot is placed against the top of the subject's shin. The foot is brought down the shin while maintaining contact.
 - **Peroneal Nerve:**
 - (nerve that runs along the "pant seam"). officer's knee is brought up and makes contact with the outside of thigh.
- e. front wrist lock,
 - f. non-compliant escort position
 - g. Oleoresin Capsicum Spray and
 - h. rear wrist lock.

LEVEL IV

Assaultive (Bodily Harm)

1. The officer's attempt to gain lawful compliance has culminated in a perceived or actual attack on the officer or others. The officer makes the reasonable assessment that such actions by the subject would ***not*** result in the officer's or other's death or serious bodily harm.

Defensive Tactics

1. Includes assaultive countermeasures designed to cease the subject's non-lethal assault on the officer or others, regain control and assure continued compliance.

Example

1. Subject adopts a "fighting stance (clenched fists, bladed stance, low center of gravity)" and has the capability and intention to commit an assault on the officer, which could result in bodily harm; subject physically assaults an officer with empty-hand strikes or kicks.

**Reasonable Officer
Response**

1. May include the following (listed alphabetically):
 - a. baton blocks,
 - b. baton strikes to green and yellow target areas,
 - c. brachial stun,
 - d. closed fist strikes; **However, personnel shall use caution not to use a closed fist strike on an assaultive (bodily harm) subject in the following areas:**
 - Ears,
 - solar plexus,
 - back of neck,
 - temple,
 - throat,
 - hollow behind ear,
 - kidney or
 - tailbone (Coccyx).
 - e. Conducted Electronic Weapon (TASER) **Probes Fired.**
 - The Executive Office of Public Safety and Security and the Municipal Police Training Committee have taken the stance that juveniles shall not be subjected to a Conducted Electronic Weapon (TASER) deployment unless there are extenuating circumstances.

- A juvenile that is at Level III Active Resistant or Level IV Assaultive Bodily Harm shall not be subjected to a Conducted Electronic Weapon (TASER) deployment unless extenuating circumstances exist.
 - An example of extenuating circumstances may be a large juvenile that appears to be an adult due to his size or physical maturity, or the threat created by the subject towards themselves, the officer or others exceeds the potential harm by the Conducted Electronic Weapon (TASER).
 - All Use of Force will be determined by the objective reasonableness standard set forth in Graham vs. Conner.
- f. **Elbow Strikes. However, personnel shall use caution not to elbow strike an assaultive (bodily harm) subject in the following areas:**
- temple,
 - throat,
 - hollow behind ear,
 - kidney,
 - tailbone (Coccyx),
 - back of neck,
 - solar plexus,
 - upper lip,
 - ears,
 - eyes,
 - jaw or
 - bridge of nose.

- g. Extended Range Impact Weapon “Super Sock projectile”.
- h. Knee Strikes. **However, personnel shall use caution not to knee strike an assaultive (bodily harm) subject in the following areas:**
 - ears,
 - eyes,
 - bridge of nose,
 - upper lip,
 - jaw,
 - solar plexus,
 - back of neck,
 - temple,
 - throat,
 - hollow behind ear,
 - kidney or
 - tailbone (Coccyx).
- i. Palm Strikes. **However, personnel shall use caution to not palm strike an assaultive (bodily harm) subject in the following areas:**
 - temple,
 - throat,
 - hollow behind ear,
 - kidney or
 - tailbone.

LEVEL V**Assaultive
(Serious Bodily
Harm or Death)**

1. The officer's attempt to gain lawful compliance has culminated in the perception of an attack or the potential for such an attack on the officer or others. The officer makes the reasonable assessment that such actions by the subject could result in serious bodily harm or death to the officers or others.

Deadly Force

1. Includes assaultive counter measures designed to cease an assault which is lethal or could cause great bodily harm or death to the officer or others. These tactics could include the use of firearms, lethal strikes, etc.

**Reasonable
Officer
Response**

1. May include the following (listed alphabetically):
 - a. firearm,
 - b. lethal strikes and
 - c. weapons of immediate opportunity.

CONTROL AND RESTRAINT TECHNIQUES

APPROVED EMPTY-HAND CONTROL AND RESTRAINT TECHNIQUES

1. When verbal commands are not working, an officer must have the ability to physically control a subject. The force applied must be reasonable and suitable to the confrontation or resistance.
2. The following Municipal Police Training Committee (M.P.T.C.) techniques conform to our Use of Force model:
 - a. basic escort position,
 - b. non-compliant escort position,
 - c. arm-bar takedown,
 - d. front wrist lock,
 - e. rear wrist lock and
 - f. baton arm lock.

APPROVED DISTRACTION TECHNIQUES

1. The distraction techniques are primarily used against an active resistant subject. The subject has their energy, mental focus and strength directed at a specific type of physical resistance.
2. A distraction technique is used to temporarily break up the mental focus, and redirect the energy and strength of the subject.
3. The following Municipal Police Training Committee (M.P.T.C.) distraction techniques conform to our Use of Force model:
 - a. mandibular angle,

- b. tricep pinch,
- c. radial nerve,
- d. median nerve,
- e. hip push,
- f. peroneal nerve and
- g. shin scrape.

**APPROVED EMPTY
HAND IMPACT
TECHNIQUES**

1. When an officer is physically attacked, the subject would be classified as an assaultive subject (bodily harm). The reasonable officer response would be a defensive tactic technique (baton strike, Conducted Electrical Weapon probes fired, empty hand strikes, etc.).
2. The following Municipal Police Training Committee (M.P.T.C.) empty hand techniques conform to our Use of Force policy (Refer to the Use of Force Continuum for proper target areas):
 - a. palm heel strike (refer to the Use of Force Continuum for proper target area(s)),
 - b. front punch (refer to the Use of Force Continuum for proper target area(s)),
 - c. elbow strike (refer to the Use of Force Continuum for proper target area(s)),
 - d. knee strike (refer to the Use of Force Continuum for proper target area(s)) and
 - e. brachial stun (refer to the Use of Force Continuum for proper target area(s)).

**Authorized and
Approved Less-
Lethal Weapons**

(4.3.1) (a) (4.1.4)

1. Less-lethal weapons that are approved for carry and use by officers are generally those commonly accepted for use by law enforcement officers, and more specifically, those listed and approved for use by the Fall River Police Department. (4.1.4)
2. The use of such less-lethal weapons shall be limited to defensive and control purposes and the officer will use only the reasonable amount of force necessary to overcome resistance to accomplish the police task. (4.1.4)
3. The use of such less-lethal weapons will be in accordance with established policy. (4.1.4)
4. Retraining and re-certification will be conducted per Municipal Police Training Committee (M.P.T.C.) during departmental in-service training programs for all such weapons by a certified Municipal Police Training Committee (M.P.T.C.) weapons instructor. (4.3.3) (c)
5. Weapons not currently listed as approved may be added later as technology, need, or law changes and authorization is approved by the Chief of Police. This section of this policy will be revised to reflect any approved changes when that specific need arises. (4.3.1) (c)

**Restraining
Weapons**

1. The only restraining weapons allowed to be used by sworn officers are: (4.3.1) (a)
 - a. handcuffs,
 - b. waist chains,
 - c. leg shackles,
 - d. restraint chair and
 - e. flex cuffs.
2. Sworn officers may use the above weapons in accordance with all training. (4.3.1) (a)

CONDUCTED ELECTRICAL WEAPONS (CEW) (4.3.1) (a)**PURPOSE**

1. The purpose of this policy is to provide officers with guidance and direction on the use of Conducted Electrical Weapons (CEWs). (4.1.4)
2. Officers will carry the authorized Conducted Electrical Weapons in a manner that is authorized by the Chief of Police. (4.1.4)
3. The Conducted Electrical Weapon is authorized for use by all officers that have met the departments training proficiency and certification standards. All officers who carry a Conducted Electrical Weapon must first pass an approved certification course as established by the Chief of Police or designee. The Fall River Police Department will only use instructors that are certified as instructors in the use of the Conducted Electrical Weapon. (4.1.4)
4. Officers shall only use the Conducted Electrical Weapons within the continuum of force guidelines (PD352, Appendix 3). (4.1.4)

POLICY

1. It is the policy of the Fall River Police Department to use only that level of force reasonably necessary to control or otherwise subdue non-compliant individuals. Conducted Electrical Weapon (CEW) has been proven effective and are authorized for use in appropriate circumstances by trained and authorized personnel. (4.1.4)
2. An officer shall never draw their Conducted Electrical Weapon in public, unless it is to be officially used, or for an inspection by a supervisor. (4.1.4)

3. The Executive Office of Public Safety and Security and the Municipal Police Training Committee have taken the stance that juveniles shall not be subjected to a Conducted Electronic Weapon (TASER) deployment unless there are extenuating circumstances.
 - a. A juvenile that is at Level III Active Resistant or Level IV Assaultive Bodily Harm shall not be subjected to a Conducted Electronic Weapon (TASER) deployment unless extenuating circumstances exist.
 - b. An example of extenuating circumstances may be a large juvenile that appears to be an adult due to his size or physical maturity, or the threat created by the subject towards themselves, the officer or others exceeds the potential harm by the Conducted Electronic Weapon (TASER).
 - c. All Use of Force will be determined by the objective reasonableness standard set forth in Graham vs. Conner.

DEFINITIONS

Conducted Electrical Weapon (CEW) (4.3.1) (a)

1. A less than lethal weapon designed to affect both the sensory and motor nervous systems causing Neuro Muscular Incapacitation (MNI) by means of deploying battery powered electrical energy. (4.3.1) (a)

Taser

1. A brand name for the Conducted Electrical Weapon currently used and authorized by the Fall River Police Department. The model of Conducted Electrical Weapon used by the Fall River Police Department will be at the discretion of the Chief of Police, or designee, and may change as technological advances occur. Currently Taser x 26 and x26P devices are authorized by the Chief of Police. (4.3.1) (a)

Air Cartridge

1. A replaceable cartridge for the Conducted Electrical Weapon which uses compressed nitrogen to fire two barbed probes on thin connecting wires sending a high voltage/low current signal into the subject. (4.3.1) (a)

**Antifelon
Identification
Device System
(AFIDS)**

1. Confetti-like pieces of paper that are expelled from the cartridge when fired. Each 'AFID" contains an alpha-numeric identifier unique to that specific cartridge used. (4.3.1) (a)

Vulnerable Groups

1. Pregnant women, children under the age of seventeen (17), adults over the age of seventy (70), visibly frail persons, persons with cardiac pacemakers, those suffering from mental illness, persons with low body mass.

**Preferred Target
Areas (Probe
Deployment)**

1. The preferred target area is the back, below the neck area. Frontal shots should be directed below the chest/heart area, with the probes splitting the belt line and targeting the larger muscles.

PROCEDURES**TYPES OF
CONDUCTED
ELECTRICAL
WEAPON
APPLICATIONS**

1. There are five (5) separate types of Conducted Electrical Weapon (TASER) applications. (4.1.4)

Drive Stun (4.1.4)

1. Contact is made by pressing the front of the Conducted Electrical Weapon (cartridge removed) into the body of the subject and activating the Conducted Electrical Weapon. The Drive Stun causes significant pain, but does not cause Neuromuscular Incapacitation (NMI). The Drive Stun may assist in taking a subject into custody. (4.1.4)

Probe (4.1.4)

1. The Conducted Electrical Weapon is most effective when the cartridge is fired and probes make direct contact with the subject. Proper application will result in Neuromuscular Incapacitation and provide the officer a “window of opportunity” in which to take the subject into custody. Optimum range for deployment is 7-15 feet. The maximum range depends on which air cartridge is used. Orange doors (35 feet), green doors (25 feet), silver/grey doors (21 feet), yellow doors (15 feet). The Fall River Police are authorized to use green and silver/grey door cartridges. (4.1.4)

Spark Display (4.1.4)

1. A non-contact demonstration of the Conducted Electrical Weapon ability to discharge electricity. This is conducted only when the cartridge has been removed from the weapon. The purpose of this display is to convince the subject to comply with a lawful order and avoid the Conducted Electrical Weapon being deployed. (4.1.4)
2. A ‘Spark Test’ will be conducted on a daily basis by a designated supervisor. The “spark test” will run for the full five (5) second cycle. This is to ensure the Conducted Electrical Weapon is functioning properly and can be assigned to personnel. (4.1.4)

Laser Function

1. A non-contact laser display utilizing the Conducted Electrical Weapon.

Verbal Warning

1. If a police officer utilizes verbal commands warning the subject of the possible use of the Conducted Electrical Weapon.
 - a. Officers when practicable should give a warning to the subject and other officers before firing the Conducted Electrical Weapon. A verbal announcement such as, "Taser, Taser, Taser!" should be used.
 - b. Officers will, if feasible, provide a warning to the subject before using a Conducted Electrical Weapon. The warning should be explicit such as, "Stop get on the ground, or you will be "Tasered".

**AUTHORIZED
USERS**

1. Only sworn personnel who have satisfactorily completed the training curriculum approved by the Chief of Police shall be authorized to carry and/or use the Conducted Electrical Weapon, specifically the Taser x26 and x26P. (4.3.2) (4.3.1) (a)
2. All sworn personnel shall be certified as an End-User by a certified Taser Instructor on a yearly basis. (4.3.1) (a)
3. Command Staff should receive Conducted Electrical Weapon awareness training so they can make educated decisions about the administrative investigations they review. (4.3.1) (a)
4. Each End-User is solely responsible for any misuse of the Conducted Electrical Weapon. (4.3.1) (a)
5. Authorization to carry a Conducted Electrical Weapon may be revoked at any point where an End-User has demonstrated an inability or unwillingness to adhere to Fall River Police Department policy regarding Conducted Electrical Weapon use. (4.3.1) (a)

End-User

1. Six (6) hour certification course (yearly re-certification).

Instructor

1. Sixteen (16) hour Instructor Certification Course given by a certified Taser Master Instructor. Instructors must be re-certified every two (2) years.

**WEAPON
READINESS**

1. The device will be carried by certified sworn personnel in an approved holster on the support/weak side (opposite of the firearm side) of the body.
2. The Conducted Electrical Weapon shall be deployed to personnel with both the laser and lights functions operable and in use. No personnel shall purposely change these settings.
3. The Conducted Electrical Weapon shall be carried fully armed (cartridge in) with the safety on in preparation for immediate use.
4. Only battery powered sources recommended and supplied by the manufacturer shall be used in the Conducted Electrical Weapon.
5. Only departmental issued Conducted Electrical Weapon and cartridges are to be carried or used on duty.
6. The Conducted Electrical Weapon shall be pointed at the ground in a safe direction with the safety on during loading and unloading.

NOTE: The restriction in section 6 does not apply during a ‘tactical reload’ of a cartridge.

DEPLOYMENT

1. There are two (2) levels of force where Conducted Electrical Weapons are authorized:

**Compliance
Techniques** (4.1.4)

1. Technique's including measures designed to counter the subject's enhanced degree of resistance. (4.1.4)
 - a. In the Drive Stun mode the Taser can be used as a compliance technique. (PD352, Appendix 3). (4.1.4)

**Defensive
Tactics** (4.1.4)

1. Technique's including measures designed to counter the subject's perceived non-lethal assault on the officers or other, regain control, and assure continued compliance. (4.1.4)
 - a. Using the Conducted Electrical Weapon and deploying the probes with the goal of stopping any assaultive conduct. (4.1.4)
 - When practicable, officers when practicable should give a warning to the subject and other officers before firing the Conducted Electrical Weapon. A verbal announcement such as, "Taser, Taser, Taser!" should be used.
 - The preferred target area is the back, below the neck area. Frontal shots should be directed below the chest/heart area, with the probes splitting the belt line and targeting the larger muscles.
 - Attempt to avoid hitting the subject in sensitive areas such as the head, throat, breast, chest or area of the heart, genitals or towards any known pre-existing injury. Anytime a probe strikes a sensitive area, the probes shall be removed by medical personnel at a medical facility.
 - Fixed sights of the Conducted Electrical Weapon should be used as the primary aiming device and the laser dot should be a secondary aiming device.

- Only one officer should activate a Conducted Electrical Weapon against a subject at a time.
- b. In addition, the Conducted Electrical Weapon probes may be deployed in the following circumstances: **(4.1.4)**
- To defend themselves or a third party from what is reasonably believed to be an immediate threat of physical injury.
 - To prevent the commission of a suicide or self-inflicted serious injury.
 - To control or incapacitate vicious or aggressive animals that are threatening the safety of officers or third parties.
 - To affect a lawful arrest, when an officer is threatened with assaultive behavior and other means within the force continuum have been ineffective.
 - Stopping any assaultive behavior.
- c. A Conducted Electrical Weapon shall only be used until the threat neutralized. End-users should evaluate subject for compliance after a Conducted Electrical Weapon cycle is utilized. The end-user shall expose a subject to the least amount of times as is necessary to gain compliance. After compliance is obtained the officer must stop the use of the Conducted Electrical Weapon. **(4.1.4)**

RESTRICTIONS **(4.1.4)**

1. Conducted Electrical Weapon should not be used: **(4.1.4)**
 - a. as a substitute for deadly/lethal force. (Can be used in conjunction with deadly force, depending on the situation),
 - b. in the known presence of combustible vapors, liquids, or other flammable substances,

- c. against subjects in control of a motor vehicle in motion (unless exigent circumstances exist),
- d. on handcuffed persons who are not actively resisting or being assaultive,
- e. on vulnerable groups,
- f. where the suspect is in a position where a fall may cause a substantial injury or death, (PD352, Appendix 3),
- g. on subjects in water where there is the potential for the drowning or
- h. in a punitive or coercive manner.

AFTER ACTION (4.1.5)

1. A supervisor shall be immediately be notified upon the operational use of a Conducted Electrical Weapon. This applies to any and all applications.
2. The probes from the cartridge may be removed by certified end-users. Universal precautions shall be followed to protect the officer from the transfer of bodily fluids. Anytime a probe strikes a sensitive area, the probes shall be removed by medical personnel at a medical facility.
 - a. Officers should remember that any probes removed by medical personnel must be retrieved as evidence.
 - b. Any irregularities (e.g. probe broke off in skin, probe has penetrated sensitive area, pre-existing medical condition discovered, etc.) must be reported to the officer's immediate supervisor. (4.1.4)
3. When a Conducted Electrical Weapon is deployed on a person, Emergency Medical Services (EMS) shall be summoned to the scene. All persons who have been exposed to a Conducted Electrical Weapon (unless a voluntary exposure during training) shall receive a medical evaluation from Emergency Medical Services personnel and then transported to an emergency medical facility by

Emergency Medical Services. An officer will be required to accompany Emergency Medical Services personnel in the ambulance. (4.1.4)

4. After being released from a medical facility, the subject who had been the recipient of a Conducted Electrical Weapon should not be restrained by officers in a method which would impair the subject's respiration. (4.1.4)
5. Following a Conducted Electrical Weapon exposure, officers should not use a restraint technique that impairs respiration. (4.1.4)
6. Photograph of the affected area may be taken, if possible. (4.1.4)
7. After the use of a Conducted Electrical Weapon, the following items should be collected as evidence, packaged and marked as a biohazard: (4.1.4)
 - a. air cartridge,
 - b. wires and probes placed back into cartridge, and
 - c. several Antifelon Identification Device System.

NOTE: The Conducted Electrical Weapon evidence will be destroyed per department policy once the case has been disposed of.

- a. Evidence will be retained in any cases involving irregularities (e.g. Taser related death, in custody death, known pending law suit).

SUPERVISOR RESPONSIBILITIES

1. Upon notification by officers, a supervisor will respond to all incidents where a Conducted Electrical Weapon was deployed and:
 - a. conduct an initial review of the Conducted Electrical Weapon activation,

- b. if possible, ensure that photographs were taken of probe impact or any related injury,
- c. ensure a Use of Defensive Tactics Report (PD235, Appendix 2) is completed, as soon as possible, but before the end of the officer's tour of duty, and
- d. the Office of Professional Standards will print the information and attach it to the Use of Defensive Tactics Report (PD235, Appendix 2).

REPORTING (4.2.1) (b) (c)

1. Copies of all reports involving the use of a Conducted Electrical Weapon shall be forwarded to the Chief of Police or designee.
2. The Chief of Police or designee (Professional Standards) shall conduct audits of Conducted Electrical Weapon data downloads and reconcile Use of Defensive Tactics reports with recorded activations.
3. The Chief of Police or designee shall forward biannual reports of Conducted Electrical Weapon activations to the Executive Office of Public Safety. The report will contain:
 - a. statement containing the number of sworn Fall River Police Officers, number of Conducted Electrical Weapons owned, number of incidents involving Conducted Electrical Weapons.
 - b. copy of the incident report,
 - c. copy of data printout from the Conducted Electrical Weapon and
 - d. copy of state reporting form.

**OLEORESIN CAPSICUM SPRAY
PEPPER SPRAY**

**OLEORESIN
CAPSICUM
(OC) PEPPER** (4.3.1) (a)

1. Officers will carry water-based Sabre Red Stream Oleoresin Capsicum (OC) 10% Pepper (Aerosol Self Defense Spray) in canisters of the type designed to be carried in a pouch on the duty belt as authorized and approved by the Chief of Police. All officers assigned to routine uniform duties (patrol section, School Safety Officer, etc.), are required to carry the departmental issued aerosol spray in the manner as prescribed by the Chief of Police at all times when on duty. This applies to Administrative and Investigative Officers when they are assigned to perform routine, uniformed field duties. (4.3.1) (a) (4.1.4)
2. Oleoresin Capsicum (OC) Pepper Aerosol is authorized for use by all officers meeting department training proficiency, and certification requirements. All officers who carry or use Oleoresin Capsicum (OC)-Pepper-based aerosol products must first successfully complete an approved certification course as established by the Chief of Police or designee. The Fall River Police Department will use only instructors that are certified and trained as instructors in the use of Oleoresin Capsicum (OC) Pepper Spray. (4.3.3) (a) (4.3.1) (a) (4.1.4)
3. Oleoresin Capsicum (OC) Pepper Aerosol is designed to be sprayed directly into the face and eyes of a person from a distance of four (4) to six (6) feet, using either strong hand or support hand. As the product enters the eyes, nose, and mouth of the person, it may incapacitate by causing coughing, closing of the eyes and inflammation of the skin. The person may also experience a sense of panic. (4.3.1) (a) (4.1.4)

**Use of Oleoresin
(OC)**

Capsicum Pepper (4.3.1) (a)

1. Oleoresin Capsicum (OC) Pepper Aerosol is effective with most individuals, including persons under the influence of alcohol or drugs, or persons with mental health or emotional problems. The product is also effective against animals. Oleoresin Capsicum (OC) Pepper Aerosol causes no permanent physical harm and the symptoms mentioned previously begin to dissipate without treatment in forty-five (45) minutes. (4.1.4)
2. The use of Oleoresin Capsicum (OC) Pepper Aerosol is intended to prevent injury to the person(s) involved, the officer and other persons present. The governing factor in the use of the aerosol is whether its use is reasonable and necessary. The use of Oleoresin Capsicum (OC) Pepper Aerosol, as an intermediate weapon, may prevent the use of more severe physical force and may be used: (4.1.4)
 - a. to effect a lawful arrest of an active resistive person or when an officer is threatened with physical force and other means of controlling the offender, such as verbal commands and persuasion, have been ineffective in inducing cooperation, (4.1.4)
 - b. when an officer is threatened by a dangerous animal and (4.1.4)
 - c. in cases where the size or demeanor (combative, uncooperative offender) indicates that the officer or the offender would be endangered by the use of other physical forces. (4.1.4)
3. Since Oleoresin Capsicum (OC) Pepper is a method of physical control, and may be used to overcome active resistance to an officer's lawful authority, any arrest in which OC Pepper is used may be considered an "actively resisting arrest" incident. Any use of OC Pepper, contrary to the direction of this policy, can result in revocation of the officer's right to use such action and may subject the officer to disciplinary action. Authorization to use or carry OC Pepper may be revoked by the Chief of Police at any time. (4.1.4)

**Treatment For
Persons Exposed To
OC Pepper Spray (4.1.5)**

1. Monitor and verbally reassure the subject that they will fully recover and that the effects of the spray will normally subside in thirty to forty-five minutes.
2. After the subject is secured, allow the subject proper ventilation to expedite the recovery period.
3. The exposed individual should be taken to a secure location and permitted to thoroughly wash their face and eyes with cold water for several minutes to neutralize the effects of OC Pepper.
4. The Fall River Emergency Medical Services shall be called for medical assistance if the individual exposed exhibits breathing difficulties, blistering, if the symptoms of exposure persist, or if the officer determines that medical treatment appears necessary or in the person requests medical treatment. (4.1.5)

**Reporting The
Use of OC
Pepper (4.2.1) (b) (c)**

* (Fall River Police Department "Use of Defensive Tactics Report" PD235 shall be used Appendix 2). (4.1.4)

1. Whenever an officer discharges Oleoresin (OC) Capsicum Pepper Spray against another person (other than in training exercises) a "Use of Defensive Tactics Report" shall be submitted by the officer in accordance with procedures. The contents of such report shall also include: (4.1.4)
 - a. all circumstances surrounding the discharge of Oleoresin Capsicum (OC) Pepper Spray, (4.1.4)

- b. effects on the offender that were caused by Oleoresin Capsicum (OC) Pepper Spray and (4.1.4)
 - c. first aid measures given or offered to the offender to neutralize or alleviate the effects of the product. (4.1.4)
2. Officers will indicate all injuries to persons exposed to Oleoresin Capsicum (OC) Pepper in cases requiring medical treatment beyond “normal after care” from the proper application of the Oleoresin Capsicum Pepper. The injuries will be indicated in all applicable reports. All accidental discharges of Oleoresin Capsicum (OC) Pepper are required to be documented via the chain of command to the Chief of Police. (4.2.1) (c)

STRAIGHT/EXPANDABLE BATON (4.1.4)**REFER TO MONODNOCK ESCALATION OF FORCE CHART
(PD353 Appendix 1) (4.1.4)****BATON STRIKING
AREAS (4.3.1) (a)**

1. Baton strikes are a defensive tactic and may be utilized to stop an assaultive (bodily harm) subject. (4.1.4)
2. Baton arm-locks are a compliance technique and may be utilized against an active resistant subject. (4.1.4)
3. Baton techniques include restraint holds, defensive blocks, and strikes directed toward green and yellow target areas to stop an aggressor's actions or to neutralize an attack. (4.1.4)

**Green Target
Areas (4.3.1) (a)**

1. Green target areas are the primary or first striking areas. Under normal conditions, when justified to use the baton as an impact tool, personnel should attempt to strike an individual in a green area. Green target areas are: (4.1.4)
 - a. thigh, (4.1.4)
 - b. calf, (4.1.4)
 - c. shoulder, (4.1.4)
 - d. upper arm, (4.1.4)
 - e. forearm, (4.1.4)
 - f. inside of wrist, (4.1.4)
 - g. back of hand, (4.1.4)

- h. lower abdomen – from belly button to top of groin area, (4.1.4)
- i. shin, (4.1.4)
- j. instep, (4.1.4)
- k. achilles tendon, (4.1.4)
- l. buttocks and (4.1.4)
- m. shoulder blades. (4.1.4)

Yellow Striking Areas (4.1.4)

1. Yellow striking areas are designated as secondary target areas. The officer may strike the yellow area when a strike to the green area proves ineffective or a green target area is not available. A strike to this area may also be used if the threat perceived by the officer is higher than the amount of force justified. Yellow target areas are: (4.1.4)
 - a. collarbone, (4.1.4)
 - b. rib cage (except for solar plexus), (4.1.4)
 - c. upper abdomen, (4.1.4)
 - d. groin, (4.1.4)
 - e. elbow and (4.1.4)
 - f. knee joint. (4.1.4)

Red Striking Area (4.3.1) (a)

1. An officer may strike to a red target area on an assaultive (serious bodily harm or death) subject. An officer may strike to a red target area when Lethal Force is justified. Red target areas are: (4.1.4)
 - a. temple, (4.1.4)
 - b. eyes, (4.1.4)

- c. ear, (4.1.4)
- d. bridge of nose, (4.1.4)
- e. upper lip, (4.1.4)
- f. jaw, (4.1.4)
- g. throat, (4.1.4)
- h, hollow behind ear, (4.1.4)
- i. back of neck, (4.1.4)
- j. solar plexus, (4.1.4)
- k. spine, (4.1.4)
- l. tailbone (Coccyx) and (4.1.4)
- m. kidney. (4.1.4)

Baton

1. Baton use is authorized by all officers meeting department training proficiency and certification requirements biannually. The Fall River Police Department will use only instructors that are certified and trained as instructors in the use of the baton. (4.3.1) (a) (4.3.3) (a) (b) (4.3.2) (4.1.4)
2. The straight baton shall be approved by the Departmental Municipal Police Training Committee (M.P.T.C.) Defensive Tactics Instructors. (4.1.4) (4.3.1) (a)

Expandable Baton

1. The expandable baton is authorized by all officers meeting department training proficiency and certification requirements every two (2) years. The Fall River Police Department will use only instructors that are Municipal Police Training Committee (M.P.T.C.) certified and trained as instructors in the use if the expandable baton. (4.3.1) (a) (4.3.3) (a) (4.1.4)

2. An expandable baton may be authorized by the Chief of Police to be carried by those officers who are certified in its use. It must be a “Safariland”, “Monadnock” or “Asp” baton: 18” to 26” in length to be approved by the department’s Municipal Police Training Committee (M.P.T.C.) defensive tactics Instructors. The expendable baton may be either a:
 - (4.3.2) (4.3.1) (a) (4.1.4)
 - a. Positive Lock Baton: (4.1.4)
 - a two-section baton, that can be opened and closed manually. (4.1.4)
 - b. Auto-Lock Baton: (4.1.4)
 - a three section baton that opens and closes smoothly with the use of cams and ball bearings. (4.3.2) (4.3.1) (a) (4.1.4)

Reporting The Use Of Baton

* (Fall River Police Department “Use of Defensive Tactics Report” PD235 shall be used) (4.1.4)

1. Whenever an officer uses a baton, a “Use of Defensive Tactics Report” shall be submitted by the officer in accordance with procedure. The contents of such report shall include: (4.2.1) (c) (d) (4.1.4)
 - a. the circumstances leading to the use of the baton,
 - b. the baton strike(s) technique used, (e.g. baton arm lock, defensive blocks, strikes to specific target areas, etc). and (4.2.1) (c)
 - c. any medical assistance rendered to the offender. (4.1.5)

Cautions

1. Whenever any weapon is used as an impact weapon, except when lethal force is warranted, great care is to be taken to avoid striking a person in the red target areas. Strikes to these areas present a high potential for inflicting death or serious physical harm. (4.1.4)

2. Officers must be aware that even weapons which are classed as less-lethal weapons may, under some circumstances, be used in such a manner so as to fall within the parameters of the "Lethal Force Policy." An officer must consider the potential consequences when any weapon is employed. (4.1.4)

Weapon Of Immediate Opportunity

1. An officer who reasonably believes that they will suffer bodily injury or serious bodily injury if such measures are not taken may, in extraordinary circumstance of necessity, employ an instrument or process which is not normally classified as a weapon, as a weapon. All policies, procedures and rules and regulations governing use of force are applicable if this occurs. (4.1.4)
 - a. A Use Of Defensive Tactics Report (PD 235, Appendix 2) shall be submitted. (4.1.4)

Guidelines On The Use Of Non-Lethal Weapons/Compliance And Control Techniques (4.1.4)

1. The procedures and guidelines on the use of less-lethal weapons and compliance and control techniques will be described in more detail in the department's training which will be part of the department's annual weapons training and certification. The department's training will be reviewed and revised annually or as required if necessary. (4.1.4)

Less-Lethal Weapons Training And Proficiency:

1. At least biennially, each sworn officer is required to demonstrate proficiency with Fall River Police approved less-lethal weapons which they are authorized to use. Proficiency standards are established as follows: (4.3.2)

- a. attain minimum qualification requirements in accordance with performance standards as determined by current training doctrine, methods or trends, (4.3.2)
 - b. familiarization with recognized safe-handling and storage techniques and (4.3.1) (f)
 - c. knowledge of department directives pertaining to the use of less-lethal weapons. (4.3.4)
2. The program of instruction will be conducted by a qualified instructor who has achieved and maintained certification in the respective non-deadly weapon(s). (4.3.3) (a)
 3. Training documentation to include lesson plans, attendance sheets, and proficiency records will be maintained by the training officer. (4.3.3) (b)
 4. Officers requiring remedial training will be given personal instruction on the subject matter by a certified instructor who will document the session and provide a subsequent opportunity to achieve proficiency standards. (4.3.3) (c)
 5. Remedial training will be provided and the proficiency standard satisfied prior to an officer resuming duties. (4.3.3) (c)

**Less-Lethal Extended
Range Impact Devices:** (4.1.4)

1. There are many projectiles considered less-lethal. The Fall River Police Department utilizes the Combined Tactical Systems, Super-Sock projectile. (4.1.4)

Super-Sock (4.3.1) (b)
LEVEL IV

1. Velocity: 280Ft/Sec (4.1.4)
2. Maximum effective range: 75 feet (4.1.4)
3. Material: Reinforced flexible sock filled with #9 shot (4.1.4)

4. Projectile Weight: 40 grams (4.1.4)
5. Sock-type tail (4.1.4)
6. Intended to be directly fired (4.1.4)
7. Optimal range: 5-20 yards (4.1.4)
8. Shot placement rather than deployment range is a critical factor in determining the extent of the injury caused. (4.1.4)
9. Deployed fully upon exiting barrel: There is no need to unfold. (4.1.4)
10. Designed to deliver its kinetic energy over a relatively large area and impart a Less-Lethal Impact to the target. (4.1.4)

EXPLORING THE NEED (4.1.4) (4.3.1) (a)

1. Use of the police shotgun as a Less-Lethal Force delivery system can generally be broken down into three (3) primary types of deployment. (4.3.1) (a) (4.1.4)
 - a. Dynamic Confrontation: (4.1.4)
 - This is an encounter where an officer must defend themselves or others against an aggressive and possibly armed suspect; where the officer must act in a rapid response fashion; or where the officer encountered or was dispatched to a call for a violent suspect, or an aggressor who may be armed and where a tactical team or other command structure will likely be unavailable at the beginning of the encounter. (4.3.1) (a) (4.1.4)
 - b. Stand-Off Containment: (4.1.4)
 - This is an encounter where the officer's goal is to contain an aggressive or armed suspect until the arrival of a tactical team or negotiator. In this type of deployment, less-lethal munitions are often used for suicidal or barricaded suspects. (4.3.1) (a) (4.1.4)

- c. Special Tactical Operations: (4.1.4)
- This is the tactical deployment of a dedicated less-lethal force delivery system by an individual officer as part of an overall team mission. (4.3.1) (a) (4.1.4)
 - One of the most common applications for less-lethal munitions in this type of deployment is for a civil disturbance, considered a special tactical operation. An example of a special tactical operation would be to quell a large civil disturbance. (4.1.4)

POTENTIAL FOR CAUSING DEATH/SERIOUS BODILY INJURY

1. The potential for causing death or serious bodily injury with such projectiles is a reality. This potential is greatly reduced when impacts to the head and neck are avoided, and when the appropriate medical examination is provided in cases where the subject is struck in an area that might conceal a closed injury, including such areas as the chest, back, thoracic and abdominal cavities and the groin. (4.1.4)
2. When engaging a target the officer should evaluate the effectiveness of each round during the volley. Compliance and/or incapacitation are the desired goal, and alternative target areas/response should be considered when rounds are not effective. (4.1.4)

DEPLOYMENT TECHNIQUES (4.1.4)

Dedicated System (4.1.4)

1. The issued shotgun in this system is dedicated to impact projectiles and marked in an appropriate and well-recognized manner consistent with such designation. Officers assigned these weapons must visually/physically inspect the chamber and magazine (beginning of shift, and/or any time the weapon was out of their direct control), to ensure the total absence of lethal ammunition. (4.1.4)

**DEPLOYMENT
AREAS** (4.1.4)

1. The less-lethal projectiles will be delivered to suspect target areas based on the circumstances, the established safety priorities and the level of force authorized. (4.1.4)
2. The Monadnock Escalation Training Chart is the recognized model for determining contact areas for kinetic energy impact weapons, based on potential energy. (4.1.4)

Green Areas
(4.1.4)

1. These areas will be considered when incapacitation is necessary and a minimal potential for injury is the appropriate response. (4.1.4)

Yellow/Red Areas

1. These areas will be considered when an escalation of force above green areas is necessary and appropriate, acknowledging an increase in the potential for death or serious physical injury.

Head/Neck
(4.1.4)

1. Intentional impact to these areas will be avoided unless the use of deadly force is justified, necessary and appropriate. (4.1.4)

FORCE CONTINUUM
(4.1.4)

1. The Fall River Police Department recognizes five (5) distinct levels of force (I-V). The use of kinetic energy impact projectiles are considered a level IV self defense when deployed to areas of the suspects body that are considered unlikely to cause death or serious physical injury. The use of kinetic energy impact projectiles is considered a level V (Deadly Force), if intentionally deployed at the head or neck (PD354, Appendix 4). (4.1.4)

Deployment Techniques

12 Gauge

1. The department shall subscribe to such a dedicated system. The dedicated shotguns are the department issued Remington 870's clearly **identified by its red stock**. Officers using these weapons are ultimately responsible and must visually/physically inspect the chamber and magazine prior to its use to ensure the shotgun is not loaded with lethal ammunition. They must also ensure the ammunition loaded is less-lethal, identified by its clear plastic shell and Super Sock label printed on its side, before deploying the weapon. Ultimate responsibility rests with the officer pulling the trigger. (4.3.1) (a)
2. The dedicated shotguns shall be kept with an empty chamber and magazine loaded with 4 Super Sock rounds and 5 on the stock. Twelve to fifteen (12-15) shotguns will be designated as such. Supervisor cruisers are equipped with a gun compartment. The on-duty watch commander will ensure that all sergeants cars carry these modified shotguns (also one of these modified shotguns is located in the closet in the lieutenant's office). (4.3.1) (a)
3. Lethal cover should be used in all cases involving any armed and/or dangerous subjects, even if no firearms are involved. This is consistent with the safety priority system placing the safety of the officer above the subject. The second or subsequent officers arriving at the scene would then provide the less-lethal option. (4.3.1) (a)

HANDLING

DANGEROUS

SUBJECTS

1. Subjects who are struck by a less-lethal round shall be transported to the hospital for examination. (4.1.5)

Training

1. Training in the use of extended range kinetic energy projectiles will be conducted in conjunction with the department's annual firearm training program. (4.3.3) (a)

**DEPLOYMENT
TECHNIQUES:****Dedicated System** (4.3.1) (a)

1. The issued shotgun in this system is dedicated to impact projectiles and marked in an appropriate and well-recognized manner consistent with such designation. Officers assigned these weapons must visually/physically inspect the chamber of magazine (beginning of shift, and/or any time the weapon was out of their direct control), to ensure the total absence of lethal ammunition. (4.3.1) (a)

**DEPLOYMENT
CAUTIONS****Check Ammunition** (4.3.1) (b)

1. Prior to deploying the bean bag round, officers must make every effort, including a visual and physical inspection of the shotgun chamber and magazine to ensure that all duty or other specialty ammunition is removed prior to loading/deploying the bean bag round. (4.3.1) (b)

Sympathetic Fire

1. Sympathetic fire occurs when an officer hears what they believe to be the lethal fire from their partner's weapon and engages the suspect based on those sounds without visually identifying a lethal threat. Officers must ensure that all personnel on the scene are aware that impact rounds are involved in the event and notification should be provided that such rounds are going to be deployed prior to being fired to avoid sympathetic fire.

Verbalization

1. The officer deploying impact rounds should direct/control the verbalized efforts to effect surrender from the suspect/subject, and make the decision concerning when to resort to firing the projectiles.

Continued Evaluation

1. Officers employing impact projectiles must continuously evaluate the effects of the weapon and consider alternative measures in cases where:
 - a. the suspect appears resistant to the rounds,
 - b. the suspect is not engaged in self-destructive behavior (e.g. mutilation),
 - c. the officer should evaluate the effectiveness of each round during the volley. Compliance and/or incapacitation are the desired goal, and alternative target areas/response should be considered and
 - d. the rounds are not required to directly prevent activity that will likely require officers to escalate to the use of deadly force.
2. The less-lethal force round will be used in an attempt to de-escalate a potentially deadly situation, with a reduced potential for death or serious injury to all persons involved.

TACTICAL CONSIDERATIONS

1. A hierarchy of safety priorities and considerations exist in all high-risk incidents. Understanding these priorities will assist officers in tactical decision-making. Those priorities are:
 - a. Hostages,
 - b. innocent bystanders,
 - c. law enforcement personnel and
 - d. suspect/involved person.

When Are Less-Lethal Munitions Authorized

1. The employment and use of less-lethal munitions is a decisive action that can assist in achieving the goal of protection of life and property and/or the restoration of order. Circumstances justifying the use of these munitions include, but are not limited to: **(4.3.1) (b)**
 - a. protect an officer or other person from an assault,
 - b. subdue a person who actively resists arrest,
 - c. control persons engaged in riotous, violent or self-destructive conduct,
 - d. defend an officer or other person from an aggressive or attacking animal and
 - e. do not substitute less-lethal force for deadly force when deadly force is appropriate.
2. Due to the less-lethal weapons potential to cause injury, unarmed suspects/persons should not be engaged without sufficient justification, (e.g. suspect is reaching for a weapon).

Patrol Sergeant Responsibilities

1. Responsibilities of the Uniform Division supervisor when Less-Lethal Extended Range Impact Weapon Force is applied to a suspect:
 - a. Prior to the end of the tour of duty, the Uniform Division supervisor shall conduct a thorough investigation on the use of such non-lethal force and submit a report to their commanding officer. Such report shall include the Uniform Division supervisor's findings and recommendations based upon the assessment of facts known, as to the justification for the use of force.
(4.2.1) (c)

- b. A complete Uniform Division supervisor's investigation shall consist of the following where applicable:
- Uniform Division supervisor's investigative report,
 - a copy of the incident report,
 - reports from the officer(s) alleged to have utilized less-lethal force, (4.2.1) (c)
 - reports from all department personnel that were present and
 - reports on all interviews of civilian witnesses to the incident. (4.2.1) (c)

Investigation

1. The officer deploying/firing a less-lethal round shall submit a report for use of defensive tactics, as required for all use of force situations. Each supervisor receiving such report shall administratively review it to ensure it satisfies the criteria outlined in the department's use of force policy. Such reports shall be forwarded via the chain of command to the Deputy Chief of Operations who will in conjunction with Professional Standards examine it thoroughly to ensure it complies with current policies and procedures dealing with use of force standards. (4.2.1) (c) (4.2.2)

Follow-Up Investigation

1. Further investigation of the incident.
 - a. At the discretion of the involved officer(s) commanding officer, upon administrative review of the patrol supervisors report, further investigation of the incident may be undertaken. Once all the facts have been compiled and substantiated, the commanding officer shall submit a report of the incident through the chain of command to the Chief of Police. (4.2.2)

**Ensuring Appropriate
Medical Aid (4.1.5)**

1. When an officer finds it necessary to use force to affect an arrest, or for any other lawful purpose, the officer shall determine whether or not the person is injured, and arrange for appropriate medical treatment of any injury. In addition, the officer will notify the unit/watch commander or officer-in-charge that force was used and if any injuries resulted from the use of force. Any time a person in custody is injured through no fault of the officer, the officer shall notify the unit/watch commander or officer-in-charge as soon as circumstances allow. When any person complains that an officer has injured him or used unnecessary force against him, the officer is to immediately notify their unit/watch commander or officer-in-charge. (4.1.5)
2. Any time a person has visible injuries, complains of being injured, or alleges they were injured as a result of force used against them by an officer, the officer must take appropriate actions to provide medical care for the injured person. This includes, but is not limited to, administering first aid or arranging for transportation to a hospital or emergency medical facility. (4.1.5)
3. If the person refuses treatment at the hospital, the name of the attending physician, nurse or other hospital employee to whom the refusal was made shall be recorded in the police records narrative report. Additionally, other witnesses to the refusal (police officers, etc.) shall be listed in the report. If the injured person was offered, but refused treatment at a location other than the hospital the names of witnesses (e.g. police officers, civilians, rescue personnel, etc.) to this refusal shall be included in the report. If the injured person is unconscious or unable to either consent to treatment or refuse permission for treatment as a result of injuries received in the use of less-lethal force, the person shall be deemed to have not refused consent for the treatment of any injury and rescue shall be summoned for proper medical care. (4.1.5)

**Authorization To
Carry Department
Issued Firearm (1.2.2)**

1. Police Officers in the City of Fall River may carry such weapons as authorized by the Chief of Police pursuant to Massachusetts General Laws Chapter 41 section 98. (4.3.1) (c)
2. Authorization to carry a department issued firearm on or off duty, shall be granted after: (4.3.1) (c)
 - a. the Chief's Office has approved the firearm for use,
 - b. the Armorer has inspected and test fired the firearm,
 - c. the officer has successfully completed training in the proper and safe usage and cleaning of the firearm.
 - d. the officer has received training in the department's use of force continuum, and has been issued the Rules and Regulations of the department as well as the department policy on the use of lethal force SOP ADM 04.1, and (4.3.4) (4.3.1) (c)
 - e. any officer who fails to qualify with their firearm will receive remedial training by the Armorer and until such time as said officer qualifies, they will be relieved of all police duties requiring a firearm, including "paid details." (4.3.3) (c)

**Department Issued
Weapons and
Ammunition**

1. The department issued handgun is the Smith and Wesson, model M & P 40, in the .40 S&W caliber.: (4.3.1) (a)
 - a. 180 grain, jacketed hollow point, .40 S&W caliber ammunition will be the primary/issued duty ammo. (4.3.1) (b)
 - b. 180 grain, full metal jacket, .40 S&W caliber ammunition will be the primary practice/qualification ammunition. Under certain circumstance this ammunition may be used as duty ammunition only with the permission from the Chief of Police, designee, Incident Commander, Emergency Services Unit Commander or department Armorer. (4.3.1) (b)

2. the department issued shotgun is the Remington Model 870, pump action, 12 Gauge shotgun. (4.3.1) (a)
 - a. 12 Gauge, 00 Buckshot (9 pellets), 2 ¾ inch, shotshell will be the primary issued duty ammunition. (4.3.1) (b)
 - b. 12 Gauge, rifled hollow point slugs, 1 Oz., 2 ¾ inch, shotshell will be available as secondary issued duty ammunition. (4.3.1) (b)
 - c. 12 Gauge, 2 ¾ inch, lite target loads and/or game loads may be used during annual qualifications at the discretion of the department Armorer and/or Firearms Instructor. (4.3.1) (a)

3. Department issued patrol rifle is the Smith and Wesson Model M&P 15, gas operated semi-automatic rifle, caliber 5.56 mm NATO/223. (4.3.1) (a)
 - a. 55 grain, ballistic silver tip, .223 caliber ammunition will be the primary/issued duty ammunition. (4.3.1) (b)
 - b. 55 grain, full metal jacket, .223 caliber ammunition will be the issued practice/qualification ammunition. Under certain circumstance this ammunition may be used as duty ammunition only with the permission from the Chief of Police, designee, Incident Commander, Emergency Services Unit Commander or department Armorer. (4.3.1) (b)
 - All ammunition, both primary/duty and practice/qualification, will be of standard industry quality (e.g. Federal, Speer, Winchester etc.) (4.3.1) (b)

4. The department issued secondary/alternate handgun is the Smith and Wesson, model M & P 40 compact in the .40 S & W Caliber. The same ammunition defined for the issued primary handgun will be used for the secondary/alternate handgun. Officers assigned to the following divisions may be issued this firearm at the discretion of the Chief of Police: Chiefs Office, Vice and Intelligence, Major Crimes Division and Court Liaison Unit. (4.3.1) (a) (4.3.1) (b)

Carrying Off-Duty Weapon

1. Carrying a department firearm off duty is discretionary. An officer is permitted to carry the issued firearm off duty *only* when mentally and physically fit to do so, and in compliance with all applicable state laws. Backup weapons other than department issue, must conform with the following standards:
 - a. Chapter 44 of title 18, United States Code. Section 926B Carrying of concealed firearms by qualified law enforcement officers.
 - Notwithstanding any other provision of the law of any State or any political subdivision thereof, an individual who is a qualified law enforcement officer and who is carrying the identification required by subsection (d) may carry a concealed firearm that has been shipped or transported in interstate or foreign commerce, subject to subsection (b).
 - This section shall not be construed to supersede or limit the laws of any State that:
 - Permit private persons or entities to prohibit or restrict the possession of concealed firearms on their property or
 - Prohibit or restrict the possession of firearms on any State or local government property, installation, building, base or park.
 - b. As used in this section, the term “qualified law enforcement officer” means an employee of a governmental agency who:
 - c. Is authorized by law to engage in or supervise the prevention, detection, investigation, prosecution of, or the incarceration of any person for any violation of law, and has statutory powers of arrest.
 - d. Is authorized by the agency to carry firearms.
 - e. Is not the subject of any disciplinary action by the Fall River Police Department.

- f. Meets standards, if any, established by the Fall River Police Department which requires the employee to regularly qualify in the use of a firearm.
 - g. Is not under the influence of alcohol or another intoxicating or hallucinatory drug or substance, and
 - h. Is not prohibited by Federal law from receiving a firearm.
- 2. The identification required by this subsection is the photographic identification issued by the department for which the individual is employed as a law enforcement officer.
 - 3. Backup weapons, other than department issue, must conform to the following standard:

Backup Weapon

- 1. An officer may carry a second or “backup” weapon while working pursuant to the following: **(4.3.1) (b)**
 - a. weapon should be of standard industry quality, for example, S & W, Colt, Sig, Beretta, Glock, Walther, Taurus, etc.
 - b. weapon should be of a caliber not smaller than .380 nor larger than .40 caliber, **(4.3.1) (b)**
 - c. ammunition should be like or similar to department issued, **(4.3.1) (b)**
 - d. weapon shall be concealed at all times,
 - e. weapon must be registered, as to make, model and serial number, with the Chiefs’ Office and the department Armorer as a backup and
 - f. the officer must qualify with the weapon at annual firearms qualification and records of qualification must be maintained and secured by the department Armorer. **(4.3.3) (a)**

**Discharge of Firearm
Moving Vehicle (41.2.2)**

1. Firearms shall not be discharged from a moving vehicle. Firearms shall not be discharged at a moving or fleeing vehicle unless the officer or another person is currently being threatened with deadly force by means other than the moving vehicle. For the purpose of this Standard Operating Procedure, **the moving vehicle itself shall not constitute the threatened use of deadly force. Therefore, officers shall move out of the path of any oncoming vehicle instead of discharging a firearm at it or any of its occupants.** Moving to cover, repositioning and/or waiting for additional responding units to gain and maintain a tactically superior police advantage maximizes officer safety and minimizes the necessity for using deadly force.
(41.2.2)
2. The above prohibitions exist for three reasons: (41.2.2)
 - a. bullets fired at moving motor vehicles are extremely unlikely to stop or disable the motor vehicle,
 - b. bullets fired may miss their intended target and
 - c. the vehicle may crash and cause injury to officers or other innocent persons if the bullets disable the operator.

**Warning Shots
(4.1.3)**

1. Officers should draw their firearm only when the need is reasonably necessary and never for the purpose of a warning shot. Warning shots not only endanger passersby, but, may prompt either return fire from the suspect or sympathetic fire from responding officers. (4.1.3)

**Discharge of a
Firearm (4.1.2)**

1. The use of a firearm shall be deemed the use of deadly force. The discharge of a firearm shall be within the following circumstances: (4.1.2)
 - a. personnel may use deadly force only when the officer reasonably believes that the action is in defense of human life, including the officer's own life, or in defense of any person in imminent danger of serious bodily injury, (4.1.2)

- b. to apprehend a suspected felon when the officer reasonably believes that the suspect possesses a deadly weapon or dangerous weapon *and* that the escaping felon presents an imminent threat to the life of, or serious bodily injury to the officer or other persons, (4.1.2)
- c. when the officer reasonably believes that the suspect poses an immediate threat of death or serious bodily injury to themselves (officer) or others, (4.1.2)
- d. to kill an animal that is endangering the life of the officer or other persons, or an animal that is so badly injured that humanity requires its removal from suffering. If possible, the owner of the injured animal should first be contacted and any children should be removed from the area. All due care as to the effects of a ricocheting bullet should be considered in either case, (4.1.2)
- e. for target practice or competition at an approved range or anywhere for target practice where firing a weapon would be safe and lawful. (4.1.2)

Weapons Inspection

1. The department Armorer will inspect each department issued weapon and any “back-up” weapon annually during the re-certification training for any obvious defects or indications of improper use or care. Any weapon found not to be in proper working order will be removed from service until such time as weapon can be serviced and returned to line function. The departments’ Armorer will keep and maintain all records of weapons inspections, weapons maintenance records and weapons inventory for all Fall River Police Department issued weapons. (4.3.1) (c) (d) (e)

Weapons Security Maintenance

1. Members of the Fall River Police Department shall take reasonable precautions to insure that weapons issued to them or under their control are protected against misuse. All officers shall adhere to all laws governing the safety and security of firearms. (Massachusetts General Law C140 s131K shall apply). (4.3.1) (f)

2. Members are responsible for keeping their issued weapons clean, in good working order and free of rust. A weapon which malfunctions shall be returned to the department Armorer forthwith. The department Armorer shall report to the Chief of Police all evidence of neglect and/or unauthorized modification to department weapons.
(4.3.1) (d) (f)

Surrendering Of Firearms Prohibited

1. For purposes of street survival, officers shall not surrender their firearm.

Reporting Uses Of Force (4.2.1)

1. A "Use of Defensive Tactics Report" (PD235, Appendix 2) Digital PDF form shall be used and filled out digitally by the reporting officer. If the digital format is unavailable, the reporting officer shall use a preprinted form and handwrite it. The preferred method will be digital data entry and printed. The form should then be signed by the Reporting Officer and reviewed by the officer's supervisor. In the event the supervisor is involved or witnessed the event being reported, another supervisor should review the report to ensure there is no bias in the initial review of the incident. The report will be required in the following situations whenever an employee: (4.2.1)
 - a. discharges a firearm for other than training or recreational purposes, (4.2.1) (a)
 - b. takes an action that results in or is alleged to have resulted in, injury or death of another person, (4.2.1) (b)
 - c. applies force through the use of lethal or less lethal weapons, (4.2.1) (c)
 - d. applies weaponless physical force upon another to the extent it is likely to cause or lead to an injury, unforeseen injury, claim of injury or an allegation of excessive force, (4.2.1) (d)
 - e. the officer involved in the use of force incident shall verbally report their involvement as soon as possible to their supervisor. A written report shall be submitted as soon as possible,

- f. the police Armorer is responsible for maintaining a list and description of all approved weapons, compliance and control techniques. In addition, the police Armorer is responsible for the development and conducting of any required certification program for such weapons and techniques. Such certification may require classroom training, practical training, and proficiency testing which the Chief of Police deems necessary or appropriate for the different type and classification of weapon. Questions relating to any weapon not listed as approved are to be directed to the Deputy Chief of Operations for consideration and resolution. Only the Chief of Police has the authority to approve weapons for use by officers of the Fall River Police Department. (4.3.1) (e) (4.3.3) (a) (b)

NOTE: Escorting, touching or handcuffing a person with minimal or no resistance without injury does not require a use of force report.

2. All of these weapons require training, proficiency testing and certification before they may be carried by the officer. All officers must be trained and complete certification for each of the above listed approved and authorized weapons prior to being authorized to carry such weapons. The program of instruction will be conducted by a qualified instructor who has achieved and maintained certification in the respective weapon(s). All of these same requirements apply to "Compliance and Control Techniques." (4.3.2)

**Investigation Of
Use of Non-Lethal
Force**

(4.2.1) (a) (b) (c) (d)

1. This department will thoroughly investigate every incident in which an officer strikes someone with any object or when an incapacitating agent is used on a subject, or when a visible injury has occurred in the course of an arrest.
2. Reporting the application of Non-Lethal Force:
(e.g. OC spray, baton, firearm or other objects/weapons).

- a. All such applications of non-lethal force shall be immediately reported verbally to the involved member's patrol supervisor. By the end of the tour of duty, an officer who has used non-lethal force shall make out a Use of Defensive Tactics Report.

(4.2.1) (b) (c) (d)

Use of Defensive

Tactics

Report Review (4.2.2)

1. The Division/Unit commander will review all Use of Defensive Tactics Reports for any violation of department policy or any issues of training, equipment or discipline which must be addressed. Any and all findings shall be forwarded to their respective Deputy Chief of Police.

(4.2.2)

2. Any Use of Defensive Tactics Reports involving impact or lethal weapons will be forwarded to the Deputy Chief of Police within twenty-four (24) hours of the incident. The Deputy Chief of Police and the Division/Unit commander will, together, review the facts and circumstances involving the use of force. Upon completion of their review the Deputy Chief of Police will forward a report to the Chief of Police concluding whether the force was reasonable or not. The Chief of Police will review the report and within seven (7) days and determine whether or not any disciplinary action will be taken. (4.2.2)

Lethal Force

Incident

Traumatic

Incident

Counseling (4.2.3)

1. Whenever an employee, in the performance of their official capacity, uses force that results in a death or serious bodily injury or is involved in a traumatic incident involving the death or serious bodily injury to another shall be placed on administrative duty, pending an administrative review. The officer or employee shall receive mandatory counseling of a length to be determined by the Psychologist/M.S.W. in conjunction with the officer/employee. This action is for the benefit of the officer/employee and the community and is not

intended as, nor should it be construed as, disciplinary in nature. Refer to Mandated Stress Counseling-Peer Support Unit-Employee Assistance (SOP-ADM.04.6). (4.2.3)

Administrative

Review (4.2.2) (41.2.2) (j)

1. All reported uses of force will be reviewed by the Fall River Police Department to determine whether this policy, or any other rules or procedures, were violated. Consideration will also be given to whether the policy was clearly applicable in the circumstances in question, and whether it was effective to cover the situation. (4.2.2)
 - a. All Use of Defensive Tactics Reports and arrest/investigation reports that detail a use of force shall be forwarded through the chain of command to the Office of Professional Standards. All use of force incidents shall be initially reviewed by a supervisor who is **not** involved in the incident. (4.2.2)
 - b. The Office of Professional Standards will conduct a comprehensive review and comparison of all uses of force to existing departmental policies and applicable State laws. The review may include interviews of the involved officers, a “walk-through” of the place of incident, and requests for additional written documentation. (4.2.2)
 - c. Further, the Office of Professional Standards shall, investigate all incidents involving the use of force that, based on the information at hand, indicate non-compliance with department policy. All findings of training inadequacies or policy violations will be referred to the Chief of Police for resolution or disciplinary action. Inadequacies in the structure or content of the policy will be referred to the Chief of Police for resolution. Modifications may be made with the approval of the Chief of Police. (4.2.2)
 - d. The office of Professional Standards shall forward the results of all investigations undertaken to the Chief of Police, who may accept it and act upon its recommendations, in total or in part, or return the report with a request for further information or clarification. In every case, the authority and responsibility for final departmental disposition of a

Use of Force incident rests solely with the Chief of Police. (4.2.2)

- e. As required on a case-by-case basis, but not less than annually, the Office of Professional Standards will review all Use of Defensive Tactics Reports for any violations of department policy, regulations or training, or the need to update same. (4.2.2)
- f. Annually, the Office of Professional Standards will prepare a summary analysis of all incidents involving Fall River Police Department employees: (4.2.2)
 - discharges a firearm for other than training or recreational purposes, (4.2.1) (a) (4.2.2)
 - takes an action that results in or is alleged to have resulted in the injury or death of another person and/or (4.2.1) (b) (4.2.2)
 - applies force through the use of lethal or less lethal weapons. (4.2.1) (c) (4.2.2)
- g. Applies weaponless physical force upon another to the extent it is likely to cause or lead to an injury, unforeseen injury, claim of injury or an allegation of excessive force. (4.2.1) (d) (4.2.2)

The Chief of Police will review this report.
(4.2.4) (4.2.2)

- h. The Office of Professional Standards shall maintain a comprehensive file of all Use of Defensive Tactics Reports. (4.2.2)
2. Whenever an officer or employee, in the performance of their official capacity, uses force that results in a death or serious bodily injury, or is involved in a traumatic incident involving the death or serious bodily injury to another shall be placed on administrative duty, pending an administrative review. The officer or employee shall receive mandatory counseling of a length to be determined by the Psychologist/M.S.W. in conjunction with the officer/employee. This action is for the benefit of the officer/employee and the community and is not intended as, nor should it be construed as, disciplinary in

nature. Refer to Mandated Stress Counseling-Peer Support Unit-Employee Assistance(SOP-ADM.04.6). (4.2.2)

