

POLICE CIVILIAN REVIEW PANEL RECOMMENDATIONS MATRIX

Updated Sept -2026

	<u>Report</u>	<u>Panel Recommendation</u>	<u>FCPD Action</u>	<u>Status</u> <u>(as determined by</u> <u>the Panel)</u>
46.	CRP-24-23	FCPD should emphasize to training officers the importance of them not separating from newer officers to avoid pertinent information being missed during calls for service by newer officers.	Under Review	Status Pending

45.	CRP-24-23	Officers or investigators should document their attempts to contact parties involved in incidents and investigations. During the discussion of this case there were questions by the complainant and Panel Members concerning whether the detective attempted to contact the complainant prior to his arrest.		
44.	CRP-24-03	The FCPD should review its investigative questioning of its officers to better discern if racial bias occurred during the interaction. Only asking if the officer used racial slurs or acted in a racially biased manner is not likely to capture racial bias.	Questions related to the usage of racial slurs, or “racially biased manners,” are routinely asked as an investigative technique, however, investigations involving allegations of bias have never been limited to these questions alone. At a minimum, bias-related investigations include in-depth interviews of all involved officers, cooperating complainants and/or witnesses, reviews of all available videos (to include bodycam, in-car video, and third-party video), statistical analysis, reports, a review of public-source social media, and all other evidence presented or uncovered. Consistent with the Panel’s recommendation, the IAB recently implemented an internal practice during bias investigations to include analysis of the officer’s adherence to the fundamental principles of procedural justice, as required by General Order 002 – Human Relations.	FCPD Response Accepted

43.	CRP-24-03	The Panel recommends FCPD provide training to officers, clarifying the fact that in circumstances like those in this case, the first alleged victim who goes to the magistrate's office to obtain an arrest warrant does not automatically receive an advantage over another person who also wishes to obtain an arrest warrant.	Consistent with the Panel's recommendation, General Order 204.16 was previously updated on June 17, 2024, setting expectations for officers to educate community members on proper procedures for obtaining a warrant and to accompany the community members to the magistrate and assist with their attempts	FCPD Response Accepted
42.	CRP-24-03	The Panel recommends FCPD officers making arrests of persons who are surrendering at the Fairfax County Adult Detention Center, if possible, offer the option of the arrestee being searched by an FCPD officer of the same gender as the arresting officer. The Panel understands that call volume, staffing, and other factors may impact the ability to facilitate this request.	This recommendation and the specific areas of concern are addressed thoroughly in training (DCJS Performance Outcome 6.1 – Personal Searches), General Order 601 – Arrest Procedures, and General Order 203 – Prisoner Care and Custody. For safety reasons, it is the duty of an arresting officer to “prompt[ly]” conduct a thorough search of any person in their custody. All officers are thoroughly trained on proper and respectful search procedures of both genders at the Fairfax County Criminal Justice Academy in compliance with DCJS Performance Outcome 6.1 – Personal Searches.	FCPD Response Accepted
41.	CRP-23-25	Roll call, in-service, or other training should be conducted reminding officers of the importance of following up with complainants who wish to obtain a warrant from the Magistrate's Office.	All FCPD personnel were assigned to review and acknowledge the updated General Order 204.16 via PowerDMS (FCPD's policy management software). The policy review and personal acknowledgment is audited, and the results will be reviewed by the FCPD Internal Affairs Bureau's Compliance Division. Additionally, the FCPD has created a training video to accompany the updated General Order 204.16 to ensure a consistent understanding of the changes and expectations. The training video is required to be viewed by all sworn personnel via PoliceOne Academy.	Implemented by FCPD
40.	CRP-23-25	The FCPD should develop a card or other handout to give to complainants with the information listed above so that victims of	The current Victim Services card, which officers are required to provide to victims of a crime per General Order 501 , provides	FCPD Response Accepted

		crime, who may be in shock or confused, can reference the information later.	contact information for the magistrate's office. In addition, the card includes contact information for FCPD Victim Services Division. Our Victim Services Division is committed to providing compassionate support and assistance to those affected by crime, offering vital resources and guidance during difficult times. Victim Services Specialists are available to provide guidance, support, and legal rights advice for victims of crimes. The development and distribution of additional educational material related to another governmental office would be more appropriate for the designated entity, which in this case would be the Virginia Office of the Executive Secretary.	
39.	CRP-23-25	Officers need to tell complainants that the Magistrate's Office requires PII of the alleged offender to issue an arrest warrant. Officers should explain the Magistrate's Office is separate from the FCPD and explain the issuance of a warrant is a decision of the Magistrate, based solely on the Magistrate's determination of whether probable cause that a crime was committed exists.	The responsibility of officer(s) to explain the magistrate process to a complainant is addressed in the updated General Order 204.16: "In these instances, officers shall provide the complainant with a business card listing their rank, name, contact information, assignment and case number only, and direct them to the nearest magistrate as well as educate the complainant on the proper procedures of seeking criminal misdemeanor warrants, to include filling out criminal complaint forms and swearing to the veracity of their testimony."	Implemented by FCPD
38.	CRP-23-25	If the officer does not accompany the complainant to the Magistrate's Office, the police supervisor shall follow up with the complainant at least one time to schedule a convenient time during a future scheduled duty shift where both the officer and complainant can go to the Magistrate's Office.	The updated General Order 204.16 formalized the expectation of supervisory oversight as it pertains to a complainant's desire to appear before a magistrate. "Officers shall also, whenever possible, personally accompany a complainant to, or personally appear before, the Magistrate's Office for assistance with this process or schedule a convenient time during a future scheduled duty shift where both the officer and complainant can go to the Magistrate's Office <u>unless specifically exempted by their supervisor.</u>" [emphasis added]	Implemented by FCPD

37.	CRP-23-25	"Officers shall personally accompany a complainant to the Magistrate's Office," to assist the complainant with attempting to obtain a warrant. Exceptions would be authorized by a police supervisor, in the interest of public safety, because of more pressing issues like serious pending calls or emergencies.	This recommendation and the specific areas of concern are addressed thoroughly with the following additional requirements in General Order 204.16: "Officers shall also, whenever possible, personally accompany a complainant to, or personally appear before, the Magistrate's Office for assistance with this process or schedule a convenient time during a future scheduled duty shift where both the officer and complainant can go to the Magistrate's Office unless specifically exempted by their supervisor."	Implemented by FCPD
36.	As per the February 2, 2023 Panel Meeting	The Panel requests a 30 day response on all recommendations moving forward - either by taking action or making a request for more time if needed.	FCPD will continue to respond to PCRCP requests in a timely manner. When achievable, the FCPD will respond within 30 business days to panel requests that are independently communicated in writing to the FCPD... <i>See complete response from FCPD in its May 4, 2023 Response Letter to the Panel.</i>	FCPD Response Accepted
35.	CRP-22-06 (Published October 14, 2022)	The FCPD should, if not already a part of its training, develop a training based on the facts and circumstances of this case that considers how race, gender, age, and socioeconomic status affect policing and de-escalation. This training should be provided to trainees at the Criminal Justice Academy and to officers throughout the FCPD.	In 2021 FCPD implemented an agency wide procedural justice training program. This class addresses the influence race, gender, age, sexual orientation, occupation, mental illness, disability, and other identifiers may potentially have on decision-making processes by officers. This training was mandatory for all FCPD officers. The FCPD, through G.O. 002 (Human Relations), strictly prohibits its members from performing any law enforcement activity conducted solely upon the basis of race, sex, gender, gender identity, sexual orientation, color, national origin, ethnicity, creed, religion, disability, or other personal characteristic(s). All FCPD officers receive mandatory annual training on this topic and FCPD recruits receive initial training while attending the Criminal Justice Academy.	FCPD Response Accepted The Panel requests the FCPD to consider providing additional training opportunities beyond the annual training requirement and using case studies, such as cases that come before the Panel, in training its officers.

34.	CRP-22-06 (Published October 14, 2022)	In order to emphasize and maintain compliance with General Order 201.1 “Knowledge and Obedience to Laws, Regulations, and Training,” FCPD officers should be encouraged to directly consult criminal code language when in the field when time and circumstances permit. Such consultation can aid both in proper application of the criminal code and in providing accurate and useful information to alleged victims.	Regulation 201.1 requires officers to maintain a working knowledge of laws and ordinances in effect in both the Commonwealth of Virginia and Fairfax County. Officers have direct access to the Code of Virginia and the Fairfax County Code of Ordinances through the FCPD Intranet site which can be accessed in the field or at any police facility. As part of maintaining DCJS accreditation, police officers are required to comply with legal training hours biennially, which are provided through in-service training at the Fairfax County Criminal Justice Academy	FCPD Response Not Accepted The Panel asks FCPD to reconsider its recommendation and include language in its General Orders that officers maintain a working knowledge of laws and ordinances (G.O. 201.1) “and be encouraged to directly
			via the Fairfax County Attorney’s Office. Patrol officers are also routinely encouraged to consult with both their supervisors and members of the Office of the Commonwealth’s Attorney for legal guidance when available and feasible under the circumstances. The department’s Planning and Research Bureau also disseminates annual legal updates to all members of the agency as they originate from the Virginia General Assembly, as well as provides case synopsis summaries stemming from the case holdings of the Supreme Court of the United States, the United States Court of Appeals for the 4 th Circuit, and any other court of applicable jurisdiction.	consult the criminal code within the field”.
33.	CRP-22-06 (Published October 14, 2022)	FCPD officers should directly consult the criminal code in advance of all follow-up interactions with alleged victims.	Regulation 201.1 requires officers to maintain a working knowledge of laws and ordinances in effect in both the Commonwealth of Virginia and Fairfax County. Officers have direct access to the Code of Virginia and the Fairfax County Code of Ordinances through the FCPD Intranet site which can be accessed in the field or at any police facility, as well as access to the Office of the Commonwealth’s Attorney, County Attorney’s Office, their direct supervisors and commanders, and other legal resources as available. Though each individual officer, based upon their training and years of experience may have varying levels of expertise with the Code of Virginia based on their assignment	FCPD Response Not Accepted The Panel asks FCPD to reconsider its recommendation that officers should consult the criminal code before follow-up interactions.

			and experience, a mandatory requirement of consulting the criminal code may not always be necessary in every instance. FCPD officers, like most police officers around the nation, are routinely called upon to address, mitigate, and resolve a myriad of disputes, issues, and quandaries, not all of which are predicated upon legal interpretation of a statute, ordinance, or judicial precedent. FCPD concurs that it is generally deemed a best practice for an officer to provide a victim with the most accurate information available whenever discussing the elements of the Code of Virginia and routinely encourages officers to review pertinent sections of the Code of Virginia whenever possible and applicable under the circumstances.	
32.	CRP-22-06 (Published October 14, 2022)	General Order 501. It should be revised to add the italicized language that follows: "Victims and witnesses shall be provided with assistance pertaining to victim's rights, their role in the court process, <i>the magistrate's role in the court process</i> , support services, and any other needed resources required by law or Department policy."	Revised version of G.O. 501 Section IV (A)(&) states, "Furnish information to victims whenever appropriate in order for them to seek warrants from a magistrate or seek appropriate civil resources as necessary."	FCPD Response Accepted
31.	CRP-22-06 (Published October 14, 2022)	General Order 501 should be revised to require that responding officers take all deliberate care to follow up with crime victims and complainants before the end of their shifts and leave voicemail messages when necessary.	GO 501 was revised in September 2022, to include the following language: "It is the policy of the FCPD that law enforcement investigations be conducted in a manner that treats all community members fairly, equitably, and with due respect. Victims and witnesses shall be provided with assistance pertaining to	FCPD Response Accepted

			victim's rights their role in the court process, support services, and any other needed resources required by law or Department policy.” (pg.1) “Periodic contact via telephone or in-person shall be made with crime victims for additional information as needed and to notify them of changes in case status in a timely manner...” (pg.5) “B. Officer Responsibilities: In the absence of a VSP specialist, officers and detectives shall be responsible for addressing the immediate needs and concerns of victims and witnesses...” (pg. 11) ...This aforementioned language fully addresses an officer's critical responsibility to follow up in a timely manner with a victim or complainant, as well as outlines the inherently valuable role VSD victim's specialists provide on a daily basis to victims of serious criminal offenses... The Panel's suggested language of a blanket requirement of following up prior to the end of a shift does not take into account factors that may prohibit or intentionally limit an officer's ability from doing so... <i>See complete response from FCPD in its May 4, 2023 Response Letter to the Panel.</i>	
30.	CRP-22-06	FCPD implicit bias training should, to the extent that it does not, consider how implicit biases may affect how FCPD officers interact with	In 2021 all FCPD officers began participation in mandatory implicit bias and procedural justice training. These classes	FCPD Response Accepted

	(Published October 14, 2022)	alleged <i>victims</i> and <i>witnesses</i> in addition to alleged perpetrators.	work through the concepts of implicit bias and daily encounters. This includes defining implicit bias, the types of situations specific to law enforcement where implicit bias can affect outcomes and provides strategies to reduce the influence of implicit bias. The training is designed to teach intervention strategies and minimize the impact of implicit bias. The concepts of both implicit bias and procedural justice are not merely relegated to alleged perpetrators of crime or traffic offenses, nor does the curriculum suggest at any time this to be the case. Rather, these bedrock principles of effective and meaningful police-community relationships incorporate dialogue and actions between all members of the community, not just those suspected of potential wrongdoing... GO 002 Humans Relations requires officers to apply [procedural justice] principles to all interactions with community members... FCPD mandates annual training on bias-based policing. (SOP 13-050) <i>See complete response from FCPD in its May 4, 2023 Response Letter to the Panel.</i>	
29.	CRP-22-06 (Published October 14, 2022)	With respect to Complaints that include allegations of bias and/or racial profiling, the arrest, stop, community contacts, and search statistics of the officers involved shall be	Internal Affairs will continue to provide applicable statistics when germane to the case investigation and when a statistically significant amount of data is available. Statistics are currently included in every case involving an allegation of racial bias	FCPD Response Not Accepted The Panel asks FCPD to consider adding to its response that it will
		provided to the Police Civilian Review Panel in the IAB investigation file.		"provide applicable statistics when germane to the case investigation and when a statistically significant amount of data is available <u>or</u> <u>when requested by the Police Civilian Review Panel.</u>"

28.	CRP-20-20 and CRP-20-21 (Published May 10, 2021)	The FCPD should consider how officers respond to incidents where the scene does not match the description in a 911 call, provide the necessary training to officers on these situations, and whether they can investigate calls as potential false police reports.	FCPD has taken this recommendation under consideration and will research best practices to ensure General Order 520.3 (Hostage/Barricaded Persons) reflects these suggestions in future revisions.	FCPD Response Accepted
27.	CRP-20-20 and CRP-20-21 (Published May 10, 2021)	The FCPD should review and revise General Order 601.4 regarding how officers identify and announce themselves when responding to domestic service calls, clarify the situations when they are permitted to delay in announcing or otherwise identifying themselves, and ensure that officers are properly trained in implementing a revised general order.	Current version of 601.4 Section IV, Subsection C, states officers <i>"shall identify themselves as police officers, explain the reason for their presence, and request entry into the home."</i> Officers are also expected to use proper discretion when circumstances indicate or suggest there are potential weapons involved in an event, or a potential subject could be looking to ambush an officer arriving at a domestic event, as domestic events constitute highly unpredictable and dangerous events for responding officers. All officers are required to acknowledge General Order revisions via Power DMS. Supervisors are required to ensure officers	Implemented by FCPD Panel requests that the FCPD consider adding the explanatory sentence highlighted to the next version of the General Order.
			under their guise are up to date on new policies and procedures and schedule squad training initiatives as necessary to ensure compliance	

26.	CRP-20-20 and CRP-20-21 (Published May 10, 2021)	The FCPD should consider how it can better communicate with Complainants the outcomes of its investigations, including whether such communication should go beyond standard disposition letters.	Complaints in all formats are accepted by the FCPD and proper acknowledgment is provided at the time of receipt that the complaint will be investigated and followed-up on. Investigating supervisors are expected to inform complainants that their cases will be investigated thoroughly and as expeditiously as possible depending upon the nature and complexity of the specific allegation(s). Once an investigation has concluded, supervisors are expected to notify complainants as such and note the case is under a review and action process at the command level. Disposition letters are sent once the investigation has resolved, with a thorough recitation of the facts and circumstances of the allegation, as well as a recitation of FCPD investigative findings. These letters also include contact information for appeals to both CRP and the Office of the Independent Police Auditor. Any inquiry regarding case status during the investigative process from a complainant is required to be responded to in a timely manner.	FCPD explanation is not wholly responsive Panel recognizes the FCPD's efforts to improve the disposition letters but requests the FCPD to consider specific circumstances when letters can be followed up with an alternative method of communication, like a phone call to complainants.
25.	CRP-20-19 and CRP-20-27	The FCPD should create a policy requiring all district station interviews be recorded.	FCPD General Order 501.2 covers Investigative Responsibilities but makes no reference to recording of interviews. Since the last revision (04-01-13), all district	Implemented by FCPD
	(Published February 9, 2021)		station interview rooms have been equipped with audio/video technology. In-progress revisions to this General Order will note that all investigating officers/detectives ensure interviews are recorded unless unusual/unforeseen circumstances (ex: technology failures, interviews in outdoor environments) exist. Also, it should be noted that officers equipped with body-worn cameras are required to activate them during any rendering of police service unless unusual circumstances exist (ex: hospital, schools, bathrooms) or whenever interviewing victims of sexual assault for their privacy concerns.	

24.	CRP-20-19 and CRP-20-27 (Published February 9, 2021)	The FCPD should ensure that all FCPD Officers are informed of its policy 501.2 Investigative Responsibilities.	All officers are required to acknowledge via PowerDMS signature any revisions to Department policy, to include General Orders, SOPs, and Department-wide Command Staff Memorandums. These signatures are audited and any officer failing to acknowledge is notified via their direct supervisor. As mentioned above, General Order 501.2 is under revision and once completed will necessitate officer acknowledgement.	Implemented by FCPD
23.	CRP-20-19 and CRP-20-27 (Published February 9, 2021)	The FCPD should encourage the Fairfax County Sheriff to record and preserve video taken from inside the Fairfax County Adult Detention Center.	As the FCSO constitutes a separate agency run via an elected official (Sheriff Stacey Kincaid), it would be inappropriate for FCPD to make best practices recommendations to her agency. CRP recommendations on FCSO policies and practices should be made directly to the FCSO by the Panel.	Not Implemented by FCPD. The Panel understands that the Sheriff is an elected official, but given the degree to which the FCPD does ultimately
				interact with and work with the Sherriff's office, we think such encouragement is entirely appropriate.

22.	CRP-19-29 (Published October 23, 2020)	"The FCPD should develop objective criteria and processes to evaluate allegations of bias or profiling (as pertains to race, ethnicity, sexuality, religion or sexual orientation) in internal investigations of complaints against officers. These criteria may include (1) searching the officer's public social media profiles; (2) interviewing coworkers in the officer's unit and other potential witnesses; (3) quantitatively and/or qualitatively analyzing data (by trained analysts) from community contacts, stops, searches and arrests; and (4) comparing the circumstances and claims of the current complaint to any prior complaints. Quantitative analysis of data should not be limited to descriptive analyses, but when appropriate, should include bivariate and multivariate analyses to ensure that appropriate variables are considered. The investigation file should contain a clear evaluation and summary of the officer's actions under each of the criteria listed above."	1) All Internal Affairs investigations receive an open-source social media inquiry as of April 1, 2020. 2) General Order 301, Internal Investigations, states that witnesses shall be interviewed if they would assist in an investigation. Regulation 201.3, Obedience to Laws, Regulations, and Training, as it pertains to Regulation 201.5, Reporting Violation, states any employee shall immediately report any violation, including bias-based policing. 3) Arrests and traffic statistics are publicly shared on the FCPD website. IAB is in the process of procuring a Management Analyst to perform quantitative and qualitative analysis of public safety data. 4) To ensure qualitative analysis, consistency and thoroughness, the administrative due process includes several levels of review up to the Chief of Police in each administrative investigation. These levels of review include prior	1) Implemented by FCPD. 2) Not Implemented by FCPD. Presently being reviewed by the FCPD following the January 26, 2021 decision by the Board of Supervisors in CRP-29-19 directing the FCPD to take further action, including conducting interviews with the officer's co-workers. 3) Pending further analysis by the FCPD. Data analysis conducted for investigations must include quantitative and qualitative analysis of community contacts and stops by officers, as well as an analysis of
			consideration of sustained allegations against the subject employee, and appropriate action to be taken for further sustained violations of patterns of conduct. Use of criterion of "circumstances and claims of the current complaint to any prior complaints" is subjectively vague and non-definitive as it pertains to whether or not an officer engaged in either unlawful or procedurally violative conduct.	publicly shared data on arrests and traffic statistics. 4) FCPD explanation is responsive.

21.	CRP-19-29 (Published October 23, 2020)	"All community contacts, stops, searches and arrests by the FCPD should be entered into the data management system. Data analysis of an officer's community contacts, stops, searches and arrests should be broken down by the race and ethnicity of community members. Data on community contacts should be broken down as follows: (1) community contacts that remain consensual for the duration of the encounter; (2) community contacts that evolve into detentions by virtue of reasonable suspicion; and (3) community contacts that evolve into detentions by virtue of probable cause. Officers should also enter into the data base the reasons for the community contact, stop, search or arrest. Such rationale should be coded (i.e., by a particular violation of law, type of behavior, appearance, time, place, etc.). If a community contact evolves into a detention,	General Order 603.4, Police Community Member Contacts, and General Order 601, Arrest Procedures, requires specific documentation regarding all community member contacts, including voluntary contacts. FCPD is currently in the process of upgrading agency record management systems which will further enhance tracking.	Pending upgrade to FCPD's data management system.
		the officer should enter into the data base the reasons for such detention."		
20.	CRP-19-29 (Published October 23, 2020)	"Data analysis of an officer's community contacts, stops, searches and arrests should be compared and contrasted with comparable data from the district station where the incident occurred and the county as a whole. The data analysis should also take into account the racial and ethnic composition of each district as compared to the county overall."	For all bias allegations, the Internal Affairs Bureau conducts an 18-month examination of the officer's arrests and citations. This data is compared to pertinent station demographics. The demographics of each district station and the County are publicly available in the IAB annual report. FCPD is assessing capabilities of reviewing officer field contacts and searches in future RMS programs. Currently searches of these descriptions are limited to technological limitations inherent in I/LEADS RMS. With implementation of a new RMS in the future, the hope is that tracking of contacts and searches, the two recommended data points, will be more feasible, changing policy on how the Department tracks field contacts and searches.	Pending upgrade to FCPD's data management system.

19.	CRP-19-29 (Published October 23, 2020)	“For the purposes of investigations into allegations of bias or profiling, data analysis of the officer’s community contacts, stops, searches and arrests should cover a period of 3-5 years, or if the officer has less tenure, for the duration of his service in the FCPD. If during the prescribed time period the officer has worked in different districts within the county, the review and analysis of the officer’s community contacts, stops, searches and	Bias investigations include an 18-month statistical analysis of the officer’s arrests and citations, comparing them with other officers at the same station. Historic database software is only capable of tracking certain data. System replacement and procurement will permit advances to add tracking fields and information categories.	Pending upgrade to FCPD’s data management system.
		arrests should not be limited to the district where the officer is assigned at the moment, but rather should include all such encounters in every county district where the officer served during the time period.”		
18.	CRP-19-29 (Published October 23, 2020)	“Like the efforts the FCPD has undertaken to analyze and identify use of force incidents, the FCPD should consider creating an early warning system to alert commanders as to whether an officer’s community contacts, stops, searches or arrests are excessive and disproportionate for a particular race or ethnic group.”	Since November 2012, per policy, the FCPD has utilized an Early Identification System. Monitored incidents include administrative investigations (including cruiser crashes), initial inquiries, forced entries, de-arrests, off-duty traffic citations, off-duty civil and criminal court actions, use of force, and pursuits. Community contacts, stops, searches, and/or arrests are non-dispositive of whether or not an officer has potentially engaged in bias-based policing which FCPD has an absolute prohibition against its employees engaging in. These actions are based upon legally defined standards of probable cause and reasonable suspicion, regardless of race or ethnicity. Where these legally defined standards are non-existent, searches, stops, and arrests would be improper and ultimately unlawful. Where a complaint is made that any officer engaged in disproportionate policing, that complaint would automatically initiate an administrative investigation, which would account as stated above as a qualifying EIS event. This also includes supervisor audits and reviews of officer BWC and ICV	FCPD explanation is responsive.
			footage to ensure stops, arrest, and searches are within FCPD policy.	

17.	CRP-19-29 (Published October 23, 2020)	"The FCPD should retain an independent expert on implicit bias to examine all law enforcement policies, practices and training for the purpose of recommending evidence-based strategies to mitigate the impact of implicit bias on policing."	In addition to mandatory County and/or agency training on bias, the Fairfax County Police Department is currently engaging an outside independent expert to train implicit bias, the understanding of implicit bias; procedural justice; <i>"trust building ;"</i> and detecting and addressing institutional and structural racism. Independent subject matter experts on bias have lectured to Command Staff. Bias and culture-based training has been offered to employees through academy and other venture partnerships.	Training implemented. Further explanation is required as to the examination of all law enforcement policies and practices.
16.	CRP-19-29 (Published October 23, 2020)	"Officers should receive implicit bias training on an annual basis."	The FCPD Equity Team and its Ambassadors will receive specialized independent bias-based training. This education will provide a unique, cutting-edge platform for organizations to build a foundational capacity to address or discuss equity gaps, race, equality, cultures, and unity. The independent expert will also train-the-trainer for annual refresher courses on implicit bias, procedural justice, and <i>trust building</i> .	Implemented by FCPD.
15.	2019 Annual Report (Published February 28, 2020)	"Where the evidence gathered during an Investigation into a Complaint of racial bias does not offer a race-neutral explanation for the conduct of the accused officer, the FCPD should continue to investigate seeking some	This recommendation is counter intuitive. Where there is no "race-neutral explanation," to explain officer conduct, then by default the conduct would fall within the purview of bias-based or discriminatory	FCPD explanation is responsive.

		explanation for the officer's conduct by obtaining reasonably available evidence that will corroborate either a race-neutral or race-biased explanation such as examining the officer's social media accounts and/or interviewing witnesses."	conduct and appropriate action would be taken swiftly by the Department. Where conduct falls within these parameters, all available investigatory measures will be taken to ascertain the root of why the action took place. The Fairfax County Police Department Internal Affairs Bureau conducts investigations into all complaints involving any allegation of perceived bias. Bias-based complaints will include obtaining all available evidence; such as, but not limited to, witness statements, videos, publicly available social media, statistics, reports, etc. Consistent with all investigations completed by the police department; any available evidence is thoroughly examined for appropriate response and lawful action.	The Panel's recommendation is that the FCPD proactively continue to investigate to find corroborating evidence, if the available evidence does not offer a "race-neutral explanation" (including times when there simply is no explanation) for the conduct of the officer. The Panel recommends (see recommendation in CRP-19-29) that the FCPD develop objective criteria and processes to evaluate allegations of bias or profiling separate from its normal investigation processes.
14.	CRP-19-11 (Published January 15, 2020)	"With respect to obvious, known witnesses who are not interviewed, Investigation Reports should include an explanation for why such an interview failed to occur."	<u>General Order 301</u>, Internal Investigations, states that witnesses shall be interviewed if they would assist in an investigation of a complaint or incident. Commanders were reminded of this policy in a March 2020 Command Staff meeting. Furthermore, Bureau Commanders are responsible for ensuring all investigative tasks have been properly completed as an additional quality control and review oversight protocol.	Implemented by FCPD.
13.	CRP-19-11 (Published January 15, 2020)	"FCPD civilian ride-a-long individuals should be tracked and recorded in all instances. A police ride-a-long individual should never be unknown such that when an incident containing alleged misconduct is investigated, the civilian witness cannot be determined."	<u>General Order 430.3</u> sets policy and procedure for each Ride-Along to include maintenance of the application and required documentation for every Ride-Along. Commanders were reminded of this importance during a Command Staff meeting in March 2020.	Implemented by FCPD.

12.	CRP-19-11 (Published January 15, 2020)	"The FCPD should implement a clear policy for what officers should do in situations where children are left unattended by detained individuals to make sure that such children are safe during such incidents."	FCPD policy requires officers to "<i>preserve the sanctity of life</i>" and, as community caretakers, officers must attend to the needs of any person who is unable to care for themselves as expeditiously as possible. <u>Regulation 201.6, Preservation of Peace and Protection of Life and Property</u>, states: "<i>It shall be the duty of each sworn officer of the Department to:</i> • <i>Preserve the public peace;</i> • <i>Protect life and property; and</i> • <i>Enforce and uphold the laws of the Commonwealth of Virginia and the ordinances of the County of Fairfax.</i>" This policy requires officers to attend to children, and any other person who is left alone and unable to care for themselves, under their oath as a sworn officer to protect life. Furthermore, officers are provided guidance from <u>the Fairfax County Family Services Child Supervision</u>	Implemented by FCPD.
			<u>Guidelines</u> regarding unattended minors and children.	

11.	CRP-18-27 (Published July 12, 2019)	"[T]he Panel recommends that in the future the Department refrain from publicly releasing [investigatory information pertaining to the Complainant's social media accounts], because it "discourages individuals from filing future complaints, and it undermines community trust in the Panel." If the FCPD believes such information is relevant to the investigation, "that information should be included only in the Department's investigative file."	Respectfully disagree. Open source information is by definition, available publicly to all individuals and entities. Where an individual posts publicly available information of relevance to an investigation, the Department will examine this content for relevancy as it pertains to either a criminal or administrative investigation. The Department does not publicly release the findings of administrative investigations, except in the rarest of occasions where, due to public request, the Department would be compelled to disclose whether an accused officer was found in violation of Department policy. The Department does not publicly post administrative investigatory information in any event, and that information is kept confidential within the Department unless subjected to court-ordered discovery or in accordance with the Code of Virginia. All of the information was obtained via public websites from a Google search. The information that was released was already publicly available on the internet.	Implemented by FCPD, as the Panel understands the response to be to the Panel's prior belief that this was "not implemented" because in fact the FCPD will not be publicly releasing social media information of complaints.
10.	2018 Annual Report (Published March 21, 2019)	FCPD disposition letters to the complainant upon conclusion of FCPD investigations, "must contain sufficient, specific detail to provide complainant with a clear understanding of the scope of the FCPD investigation and the rationale for the FCPD findings."	The FCPD co-produced a disposition letter with members of the community. Commanders who author these letters were then trained on the new form in September. Since that time, the new form has been in use.	New format for more explanatory disposition letters has been adopted by the FCPD and is being implemented.
9.	2018 Annual Report (Published March 21, 2019)	"Action Item 17, dated December 6, 2016 (p. 278), limits the Panel's ability to include salient facts in public reports. This restriction inhibits "the Panel's ability to achieve its purpose 'to enhance police legitimacy and to build and maintain public trust between the FCPD, the Board of Supervisors and the public."	During Quarterly Meetings, FCPD representatives coordinated with the CRP in preparation of the proposed Action Item that was adopted by the Board of Supervisors on September 24, 2019, giving the Panel the authority to disclose facts of the investigation in the Panel's Review Reports, with certain restrictions.	Action Item adopted by the Board of Supervisors on September 24, 2019, gives the Panel authority to disclose facts of the investigation in Review Reports with certain limited restrictions.

8.	2018 Annual Report (Published March 21, 2019)	"The Panel suggests that the Board of Supervisors require a quarterly meeting among the Chiefs of Staff for the Chairman of the Board of Supervisors and the Chairman of the Public Safety Committee, the FCPD Chief, and the Chair and Vice-Chair of the Panel to review Panel comments and recommendations and discuss the implementation of the same.	The FCPD supports the quarterly meetings and the sharing of information regarding Panel comments and recommendations. These meetings began in June 2019 and are continuing to occur with FCPD staff present for each of them.	Implemented by FCPD
7.	CRP-18-26 (Published March 8, 2019)	"During FCPD administrative investigations, where statistical evidence is used, [the Panel] recommends the Crime Analyst Unit (CAU) be consulted in the gathering, preparation and reporting of the statistical data."	The compilation of statistical evidence is the responsibility of the Analyst assigned to the Internal Affairs Bureau.	Implemented by FCPD
6.	CRP-18-26 (Published March 8, 2019)	"The FCPD should make BWC and In-Car Video (ICV) footage available for viewing at Panel Review Meetings as requested by the Panel."	Requests for the Panel to view video and audio footage will be approved on a case-by-case basis.	FCPD explanation noted. The Chief has committed to review any Panel request for footage and determine whether to release of requested footage on a case-by-case basis.
5.	CRP-18-26 (Published March 8, 2019)	"The Panel recommends that the FCPD ensures that individuals involved in incidents with FCPD officers which are subject to a complaint be provided with an opportunity to review the video footage of the incidents."	It has been the policy of the Police Department to allow complainants to view video footage consistent with Body Worn Camera Pilot Program SOP 18-506, Section VII, Paragraph B and General Order 430.8, In Car Video Program Procedures, Section IV, Paragraph C-5 .	Implemented by FCPD
4.	CRP-18-12 (Published January 9, 2019)	"The Panel recommends that FCPD periodically summarize and publish all FCPD discipline across the entire FCPD without specifically identifying the disciplined officer by name."	In keeping with our commitment to transparency, the FCPD annually publishes an Internal Affairs Bureau Statistical Report , which is made available both within and outside of the Department. IAB is currently researching best practices. Once a template is developed, it will be discussed with the County Attorney for legal review.	FCPD explanation noted.
			These reports are posted quarterly, and identify rank of the accused officer, allegation, disciplinary measures implemented, and disposition	

3.	<u>CRP-18-12</u> (Published January 9, 2019)	"The Panel recommends that the FCPD ensure that all concerns outlined in future Complaints be fully investigated and separately addressed in the Investigation Report." (Officer's demeanor was not explicitly discussed in the Investigation Report, even though it had been an issue in the Complaint)."	Complaints received by the FCPD are thoroughly investigated. As stated in your report, Major Reed assured the Civilian Review Panel (CRP) members that investigators take a holistic approach to ensure that all aspects of a complaint are addressed. Upon completion, all investigations are subject to a multi-layer review. This investigative review may be conducted by Station Commanders, Bureau Commanders, Deputy Chiefs, and the Chief of Police to ensure accuracy and thoroughness.	FCPD explanation noted.
2.	<u>CRP-18-12</u> (Published January 9, 2019)	"The Panel recommends that the FCPD develop an efficient methodology to reintegrate some level of supervision over the submission of [FR300P accident report] forms [by FCPD officers]." The Panel concluded that the consequences for errors could be problematic, as certain insurance claims were initially denied based on erroneous information in the initial FR300P."	Under the Traffic Records Electronic Data System (TREDS) system, which is a VA State Program, when an officer submits an FR300P, a layered approval process begins. The first layer is the TREDS system itself, which provides a real-time review to ensure all required fields are populated. After the TREDS system review, the report is submitted for internal review by the FCPD Central Records Division. The Central Records Division has received specialized training on TREDS and have the delegated authority to accept or reject accident reports if they are not in compliance. In addition, the Central Records Staff distributes error reports to	The Panel accepts explanation of FCPD regarding supervision under TREDS System.
			supervisory staff to ensure quality control and accountability.	
1.	<u>CRP-17-10</u> (Published March 26, 2018)	"[T]he Complainant indicated in her statement to the Panel that, other than the Notification, she had not received any further explanation from the FCPD. The Panel recommends that the FCPD contact the complainant and offer her whatever additional explanation that is legally permissible and appropriate under the circumstances."	Letter signed by Station Commander was sent to the complainant indicating the officer's violation was addressed and how to seek additional recourse. Internal Affairs Bureau (IAB) personnel also had a phone conversation with the complainant to address their concerns.	Implemented by FCPD