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A JOINT MESSAGE FROM VILLAGE PRESIDENT RODNEY S. CRAIG AND CHIEF OF POLICE MICHAEL MENOUGH

The Village of Hanover Park prides itself on promoting unity, valuing diversity, and preserving the safety of all residents. We remain committed to keeping Hanover Park an excellent place to live, work, and raise a family. We share the sadness, grief, and outrage over the events surrounding the death of George Floyd. In the aftermath of this tragic incident, many questions have been brought forward from residents, elected officials, and community stakeholders regarding procedures and policies of our police department.

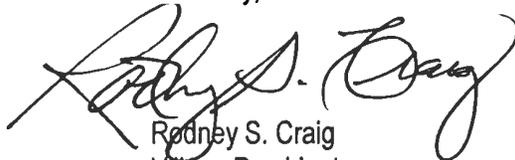
To thoroughly address these concerns and follow our commitment to transparency, we have compiled several questions that are being frequently asked and provided answers to them. We recognize the fact that our police department is accountable to our residents, who expect us to operate in a manner that is respectful of the law, of individual differences, and observes the best practices of the law enforcement profession. We are a proudly diverse community, and we understand the need for police policies and procedures that respect the civil rights of all citizens and are free from biases of any kind.

The Hanover Park Police Department is a nationally accredited police agency by CALEA, the Commission for the Accreditation of Law Enforcement Agencies. To achieve accreditation by CALEA, agencies must demonstrate compliance with policies and internationally accepted law enforcement standards. CALEA accreditation is an ongoing process that requires independent annual audits and comprehensive assessments every four years. This is an achievement that only 39 municipal law enforcement agencies in Illinois have achieved, and only 476 nationwide. One of the primary benefits of CALEA accreditation is that it ensures agencies are following the ethical, legal, and professional standards for policing that many across the country are demanding be followed.

We strive to remain connected with residents through our social media channels, community outreach activities, and Area Response Team (ART) Program. Within the ART Program, officers remain in the same area for a minimum of one year and attend quarterly meetings with residents to identify and develop solutions to problems, establish partnerships, and share news on events and happenings in the community. We encourage all our residents to take advantage of these means to work together with us to keep Hanover Park safe.

As always, we look forward to working with each of you and are available to address any questions or concerns you may have. For more information on the Hanover Park Police Department, please visit our website at www.hpil.org.

Sincerely,



Rodney S. Craig
Village President



Michael Menough
Chief of Police

Questions Regarding Hanover Park Police Procedures

1. Are Hanover Park Police Officers trained to de-escalate altercations by using peaceful conflict resolution strategies?

De-escalation is an integral part of our officers' training beginning at the police academy. In the State of Illinois, the Police and Community Relations Improvement Act ([50 ILCS 727](#)) and the Illinois Police Training Act ([50 ILCS 705](#)) provide training mandates for police officers in a variety of relevant areas. These include:

- Civil Rights
- Constitutional and Proper Use of Law Enforcement Authority
- Cultural Competency (including implicit bias and racial and ethnic sensitivity)
- Human Rights
- First Responder Procedural Justice (including impartiality, reasonable use of force, de-escalation training, crisis intervention team training, verbal and non-verbal communication, bias awareness, language, and cultural responsiveness); and,
- Mental Health Awareness (including de-escalation training)

These concepts are then reinforced in ongoing online training officers receive annually. Further, HPPD has set as a goal that all officers will receive the 40-hour Crisis Intervention Team training. To date, 92% of our officers have received this training, and the other three will be sent as courses become available. CIT has been a major training development in law enforcement in the past several years. CIT is a state certified course that focuses on better preparing officers to work with people who are in crisis and employ alternatives to the use of force that can be employed when possible. While CIT is a comprehensive, multi-faceted program, the general focus of it is:

- Utilizing 'verbal judo' whenever possible to prevent situations from quickly escalating to a physical confrontation.
- Teaching officers active listening, rapport establishment, body language, and collaborative communication strategies to help defuse volatile situations.
- Employing logic, reasoning, and a calm demeanor to encourage cooperation and compliance.
- Recognizing the signs and symptoms of those in mental distress and recognizing the value of avoiding physical conflict when possible for both the officer and the individual's safety.
- Focusing on not taking things personally and thereby separating emotion from the interaction on behalf of the officer.
- Being patient and committing to the de-escalation strategies as opposed to allowing frustration to guide use of force decision making.

Overall, we seek to train officers that the use of force, while sometimes unavoidable, should be a last resort when there are other strategies that can be attempted safely.

2. Are Hanover Park Police officers forbidden to use chokeholds? Are they allowed to transport prisoners in the prone position?

By Illinois state law, officers may not use chokeholds unless they are in a situation in which lethal force is justified against that person ([720 ILCS 5/7-5.5](#)). This means that the force must be reasonable and in direct response to a threat of imminent death or great bodily harm to themselves or another person. We do not train officers to use these holds; they would be considered a last resort type of maneuver.

By policy, Hanover Park Police Officers are not permitted to transport prisoners in the prone position. Additionally, policy requires that if a subject is subdued in a prone position, officers must get the subdued person out of the prone position as soon as possible and monitor for the need of medical assistance.

3. Are Hanover Park Police Officers required to intervene if they witness another officer using excessive force? Will officers be reprimanded if they fail to intervene?

Hanover Park Police Officers are required to report any employee of the department engaged in any type of criminal behavior or inducing another employee to commit an unlawful act or violation of a regulation. Officers failing to abide by this policy would be subject to disciplinary action. We are currently reviewing relevant policies and developing revisions that will further strengthen the duty to intervene requirements.

4. Are Hanover Park Police Officers forbidden from shooting at moving vehicles?

Officers are forbidden from firing at moving vehicles except in self-defense or defense of another. They are also not permitted to fire from moving vehicles.

5. Is there a clear and enforced use-of-force continuum that details what weapons and force are acceptable in a wide variety of police-civilian interactions?

Hanover Park Police Officers must use only the objectively reasonable amount of force that is necessary to neutralize an unlawful assault, overcome resistance of taking a person into custody, or to accomplish another lawful objective. Force must always start at the objectively reasonable level considered safe and appropriate considering the resistance and threat confronted. The scale of use of force options, in order of increasing severity, is set forth as follows:

1. Verbal Persuasion
2. Non-deadly force. Examples at this level could include:
 - a. Physical control tactics
 - b. OC Spray (also known as 'pepper spray')
 - c. Expandable or riot baton
 - d. Conducted Electrical Weapon (TASER)
 - e. Less lethal device ('bean bag' round)

3. **Deadly force.** Deadly force generally refers to the use of a firearm, which is always considered to be deadly force regardless of what area of the body is struck. However, deadly force can also include the use of weapons in a manner by which death or great bodily harm may result (such as a baton strike to the head).

Officers are limited to the use of weapons that are approved by the department, and any other items are prohibited.

6. Are Hanover Park Police Officers required to give a verbal warning to civilians before drawing their weapon or using excessive force?

Officers may only use the objectively reasonable amount of force that is necessary in each situation. Hanover Park Police Policy states that, when practicable, verbal commands should accompany all levels of force to gain compliance. Officers are held accountable for all force that is used and must report each use of force conducted.

7. Are Hanover Park Police Officers required to report each time they use force on civilians?

Yes. All uses of force by officers must be reported to the on-duty supervisor immediately and then, as soon as is practicable, in written form via the Response to Resistance Report as well as documented in a standard police report. If the use of force involves the use of a Conducted Electrical Weapon (a TASER or similar device), a CEW Deployment Form must also be completed. Once submitted, these use of force reports are reviewed by supervisors at multiple levels of authority, culminating with the review by the Deputy Chief of Operations. Use of force incidents are compiled and analyzed by the Deputy Chief of Operations, who submits an annual review of use of force by the department. In 2019, the Hanover Park Police Department responded to nearly 47,000 calls for service. Out of those calls, only 0.135% resulted in a use of force. Only three out of 75 individuals on which force was used reported an injury, and none were hospitalized. Use of force data is included in the department annual report, which is published on our website and can be found [here](#).

8. Are Hanover Park Police Officers thoroughly vetted to ensure that they do not have a history with abuse, racism, xenophobia, homophobia, transphobia, or discrimination?

Yes. The Hanover Park Police Department hiring and background process is stringent and comprehensive. Police Officer candidates must pass a written exam, an oral interview, a polygraph exam, and a thorough background investigation. Upon receiving a conditional offer of employment, the candidate must complete a psychological examination and medical examination. A review of the candidate's past work history, social media, arrest history, and many other areas are thoroughly reviewed. Candidates whose background investigations turned up evidence of any of those listed issues would be disqualified from the process.

9. Are Hanover Park Police Officers trained to perform and seek necessary medical action after using force?

Any time force of any kind is used against a person, it is the initial responsibility of personnel using the force or making the arrest to ensure that the subject of that force receives medical attention if needed. Any injuries that are sustained must be documented in the Response to Resistance Report. Additionally, the on-duty supervisor is required to ensure that medical attention is provided to every person who has been struck by a less lethal extended range impact device or conducted electrical weapon (CEW or TASER).

10. Is there an early intervention system in place to identify officers who use excessive force? Additionally, how many complaints does an officer have to receive before they are reprimanded? Before they are terminated?

The Hanover Park Police Department records, reviews, and evaluates every single incident involving use of force by an officer. Each incident is reviewed at multiple levels of supervision, culminating with a review by the Deputy Chief of Operations. On an annual basis, the Deputy Chief of Operations completes a comprehensive analysis of all use of force incidents by the department.

There is no set number of incidents that is established when determining police officer discipline for use of force. When inappropriate force is used, a determination will be made following the completion of an internal investigation. It could be that one incident, if egregious enough, could lead to an officer's termination.

11. Is there a report on civilian deaths that occurred in custody as a result of use of excessive force by a police officer?

If a civilian death occurred in police custody, for any reason, an investigation would be conducted by the DuPage or Cook County State's Attorney's Offices, and the Illinois Department of Corrections. It is anticipated that, should an in-custody death occur as a result of an excessive use of force, an investigation would be conducted by the Illinois Attorney General and the United States Department of Justice. There have been no in-custody deaths that have occurred resulting from any use of force by Hanover Park Police in the past twenty years.

12. How does the Hanover Park Police Department handle citizen complaints?

The Hanover Park Police Department takes and investigates ALL complaints. This practice is prescribed by our written policy, which is reviewed by personnel on at least an annual basis. It is important to note that we will take complaints in any form. Historically, we have received complaints in person, voicemail, email, written letters, and social media messages as examples. Complaints can also be transmitted internally (i.e. employee complaining about another employee's conduct).

Complaint forms are available at the front desk of the PD. Additionally, they can be emailed, faxed, or mailed to complainants. Complaints against a police officer are accompanied by a sworn affidavit. Once a complaint is received, the Deputy Chief of Support Services oversees the handling of this complaint. For less serious conduct, an informal inquiry is conducted. For serious policy violations, illegal activity, or other significant allegation, a formal inquiry is conducted. Formal inquiries generally involve allegations that, if found to be factual, could result in a suspension for more than three days or termination of the officer.

Following the investigation, the Deputy Chief ensures that the complainant is notified of the outcome of the case. This is done in writing. The Deputy Chief also tracks all internal investigations and completes an annual analysis. The results of this analysis are published on the PD website and in the Annual Report for transparency purposes.

13. Is the Hanover Park Police Department familiar with the President's Task Force on 21st Century Policing Report?

In December of 2014, President Obama commissioned the President's Task Force on 21st Century Policing. This Task Force was chaired by Philadelphia Police Commissioner Charles Ramsey and was comprised of law enforcement professionals, community and youth leaders, and academics. The President's Task Force sought to identify best practices in policing and provide guidance on how to promote effective crime control while focusing on building public trust in the police. The Task Force released a comprehensive report in 2015, presenting six main topic areas or 'pillars' for law enforcement agencies to focus on: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Officer Training and Education, and Officer Safety and Wellness. Within each Pillar's subsection of the report, the Task Force made numerous recommendations for law enforcement agencies to adopt. Use of force, de-escalation strategies, community policing, and partnership building were major areas of concentration in the report. The Task Force report became a significant topic of conversation within the law enforcement profession immediately upon its release.

As an agency, we took an in-depth look at the report and all the recommendations made under each pillar. A comprehensive report on Hanover Park PD's compliance with the Task Force Report was completed and disseminated in June of 2016. We found that most of the recommendations made were things we had already done or were in the process of doing. While the report is now five years old, we consider it to still be an excellent guiding document for managing a police agency in the United States. The Hanover Park compliance report was unique, and we are proud to say we were one of the first agencies to undertake this. The report itself has been shared with police agencies in several states, and Deputy Chief Johnson, who compiled the report, was a guest blogger on the International Association of Chiefs of Police *Social Media Beat* blog, discussing how the department analyzed and implemented the Task Force Report's recommendations. The report is posted on the police department website and can be viewed [here](#). We are currently in the process of updating this report, and the updated version will be posted on our website upon completion.