



North Carolina Department of Public Safety

Prevent. Protect. Prepare.

Roy Cooper, Governor

Erik A. Hooks, Secretary

June 8, 2020

MEMORANDUM

TO: Law Enforcement Division Heads
Community Corrections Director

FROM: Erik A. Hooks, Secretary *EAH*

SUBJECT: Use of Force and Policy Review

Thank you for the professionalism and dedication I witness daily in state law enforcement. We are all aware of the reprehensible conduct by officers in Minneapolis. The fact that it occurred in the presence of other officers who failed to intervene is beyond comprehension.

While neither you nor I can undo this tragic event, we can learn from this incident and implement positive, meaningful processes and policies to ensure the officers under our charge are effectively trained to consistently perform their duties in a manner that is both professional and respectful of human life and dignity.

I am mindful the SBI, ALE and SHP are all professionally accredited agencies and that the State Capitol Police and Community Corrections are working on obtaining their national accreditation as well. In order to attain such accreditation, your agencies are required to meet certain standards including policies governing conduct, use of force, intake and redress of complaints, and discipline. Nonetheless, I believe this should be a time of reflection and evaluation/internal review for all law enforcement agencies, large and small. Consistent with this belief, I am directing each of you to conduct a thorough review of your existing policies on use of force and de-escalation techniques, arrest procedures, treatment of persons in custody, cultural sensitivity training, crisis intervention, and your internal investigation process. Please provide an update to me regarding this review no later than June 30, 2020.

I am also directing that you ensure your division has a clear policy articulating a duty to intervene and report in any case where an officer may be a witness to what they know to be an excessive use of force or other abuse of a suspect or arrestee. The General Counsel's Office and the Office of Policy and Strategic Planning will provide some model policy guidance to assist with this policy development.

cc: Governor Roy Cooper
Director Bob Schurmeier, SBI
Chief Deputy Secretary Tim Moose, AC/JJ

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