Who We Are

THE HEART BEHIND THE BADGE

A comprehensive look at the
Chula Vista Police Department

Who We Are

For decades, the Chula Vista Police Department has maintained a culture of community-based policing, innovative problem solving, community engagement, and accountability. The need to provide public safety services to our community with fairness, equity, and justice is not new to our organization. It is deeply engrained into our history and our shared culture. We uphold the highest ideals for our profession, and are proud that our officers serve our residents according to our community's expectations and needs.

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Our Culture

- We embrace mutual respect for human life **of all people**
- We reinforce **progressive** and **transformative** community policing strategies
- We require our officers to **intervene** to prevent misconduct, and to **report misconduct** to superiors
- Our leadership consistently reinforce **compassionate** and **respectful interaction** with our community
- Our Chief speaks directly to our members in one-on-one interactions and frequent group communications to reinforce our **shared vision**
- Our leadership and training personnel reinforce community expectations, policies and decision-making guidance through **progressive training** strategies.

"The oath taken by the men and women of law enforcement to protect and serve is a responsibility we take seriously."

– Roxana Kennedy, Chief
Chula Vista Police Department

www.chulavistapd.org

HEADQUARTERS
315 Fourth Avenue
Chula Vista, CA 91910

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Community Engagement

- We uphold the values of **transparency and accountability**, and maintain an open government website that includes our entire policy manual along with data and information related to our operations.
- We strive to **engage our community** through traditional and social media platforms, open input and dialogue, and community meetings and forums.
- The Police Department **Community Advisory Committee** is made of up of a diverse group of community leaders who provide us with a variety of perspectives that guide practices and policies to meet the needs and expectations of our community.
- The **Human Relations Commission** collaborates on strategies to enhance the lives and ensure the rights of every inhabitant of the City of Chula Vista.
- Police leaders seeks to maintain relationships with **faith-based leadership** to outreach to diverse portions of our community.
- We proactively collaborate with **community rights and privacy advocates** on department policies and practices.
- We actively reach out to **community leaders and stakeholders** to seek continued dialogue and to promote appropriate changes for our organization and our community.

Training

- We were the first law enforcement agency in the County of San Diego to require every officer to complete four hours of training on **Implicit Bias**.
- We were also the first agency in the county to require each officer to attend eight hours of **De-Escalation training**, including a variety of de-escalation tactics.
- Our officers train **four times more** than required by California's robust standards.
- Our personnel deploy a variety of strategies to gather important information about hazards and threats, or the lack thereof, to **avoid unnecessary confrontations**.
- Our **innovative use of drones as first responders** (DFR) allows officers to view potential hazards and develop sound strategies and tactics before rushing into a potentially dangerous situation.
- Training staff **reinforces policies**, tactics, and de-escalation strategies to provide feedback and additional training whenever force is used.
- We reinforce policies and practices through comprehensive **scenario-based training and simulations**, to stay consistent with contemporary best practices.

Policy, Transparency & Accountability

- Our policies meet or exceed all recommendations by **Campaign Zero** and the **#8cantwait** campaign.
- We have **never** permitted the use of a chokehold or stranglehold. On June 3, 2020 we **ended the use of the carotid restraint hold**.
- Every incident involving use of force is **comprehensively reviewed** by supervisors, and is subsequently evaluated by **recognized technical experts**, to assure appropriate tactics and adherence to policies. Wherever needed, appropriate discipline or other corrective measures are taken immediately to ensure compliance with our community's values.
- Our policies **require officers to de-escalate**, except when unreasonable, and may only escalate as reasonable for changing circumstances.
- We maintain robust **use-of-force reporting** requirements – among the strongest of any agency we know.
- We were among the first in the region to issue and require the use of **body worn cameras for all officers**.
- We maintain a comprehensive **early warning system**, intended to flag officers with excessive complaints.

Where We Stand

Require De-escalation

Our policies require officers to de-escalate, except when unreasonable, and may only escalate as reasonable for changing circumstances. De-escalation is something we have long trained for, and something we expect from each officer. The Chula Vista Police Department was the first agency in our region to require de-escalation training for all officers. We train our personnel to employ several de-escalation techniques. We meet all requirements of SB 230.

Ban Shooting At Moving Vehicles

Chula Vista Police Department policies require officers to move out of the path of an approaching vehicle instead of shooting, and only permits the discharge of a firearm at a moving vehicle when the officer reasonably believes there are no other reasonable means available to avert a deadly threat. Officers are prohibited from shooting at any part of a vehicle in an attempt to disable it.

Use Of Force Continuum

The Chula Vista Police Department maintains a detailed policy on use of force that fully complies with statutory and judicial standards and restricts officers to use only that amount of force that reasonably appears necessary. Officers are trained to employ the most reasonable options among a continuum of force that includes such degrees as mere physical presence, verbal communication, empty-handed control measures, electronic control devices, less-lethal weapons and firearms. Officers may escalate or de-escalate force along that continuum as reasonable for changing circumstances.

Exhaust Alternatives Before Shooting

Our culture is one that embraces mutual respect for human life of all people. Officers may only use deadly force to protect themselves or others from serious bodily injury or death.

Chokeholds & Strangleholds

The Chula Vista Police Department has never authorized or trained personnel in the use of a chokehold or stranglehold. In addition, as of June 3, 2020, the Chula Vista Police Department has ended the use of the carotid restraint hold.

Duty To Intervene

Our culture embraces the values of respect and dignity for all people, and it is our sworn duty to protect and defend members of the public. Neither the Chula Vista Police Department nor its officers tolerate unnecessary, inappropriate or excessive force. Our officers are trained to prevent unprofessional acts. Our policies reinforce that expectation, requiring officers to intervene to stop unreasonable force, and to promptly report their observations to a supervisor.

Require Warnings Before Shooting

We require officers to give verbal warnings before using deadly force. Our policies are consistent with the requirements of SB 392, and those of other federal and state laws. This requirement is reinforced by comprehensive scenario-based training and feedback.

Comprehensive Reporting

We hold our officers to the highest possible expectations of our community and of our profession. Our policies include robust reporting requirements, and require all officers involved in any use of force incident to file an accurate and comprehensive report. We also require officers to report even the mere threat of force. All incidents involving the use of force are evaluated by supervisory personnel. All incidents and related evidence, including body worn camera video, are subsequently reviewed by a recognized technical expert, to identify and address any misconduct, policy violations, or to evaluate modifications to policy or training practices.