



## **Pacifica Stands with You**

In light of the tragic homicide of George Floyd and resulting protests around the country calling for justice and racial equality, the City of Pacifica is committed to transparency in our Police Department's use of force and protocols for ensuring fair and racially unbiased community policing.

### ***Our Use of Force Policy & Training***

The Police Department's Use of Force Policy, which is posted online, meets or exceeds California's AB 392 (2019), known as the California Act to Save Lives—the most stringent use of force law in the nation. Pacifica's Use of Force Policy was adopted in December 2019, in compliance with state law which required implementation by January 1, 2020. To read our Use of Force Policy, visit: <https://powerdms.com/public/PacificaPD/tree/documents/1715570>.

Recurring training is provided to every Pacifica Police Officer on (1) our Use of Force Policy, (2) de-escalation strategies (incorporated in all use of force training, and (3) bias-free policing. Officers also receive Crisis Intervention Training (CIT) to provide officers additional skills to de-escalate situations involving those going through crisis or mental health events. These trainings help our officers enhance their skill set in managing tense situations.

### ***Bias Training***

The Police Department's Bias Policy, which is also available for viewing at the above link, is designed to assure the Department will provide law enforcement services and enforce the law equally, fairly, objectively and without discrimination toward any individual or group. Officers receive recurring training on bias-free policing which provide officers with an understanding of what racial profiling is and the negative impact it can have, not only on the individual targeted, but also on the entire community.

### ***Working Together***

The City of Pacifica stands in solidarity with protesters who are actively working against injustice. We all need to work together to eliminate systemic racism in our public institutions. We believe our Police Department should protect and serve everyone, regardless of the color of our skin. While our Police Department subscribes to modern, well vetted use of force and bias policies and training, we are committed to work with our community to improve policing. We understand that public trust is critical in governing our community, and that trust must be continually earned. We welcome and encourage communication from our community in an effort to continue to earn your trust.