



Policy Revision Request

Requestor Name Manuel Jimenez Emp # 4731

This revision applies to New Policy

If new, recommended section 900.7.1

This revision is necessary to comply with Best Practices

Whom does this revision affect? Department

This revision has an unbudgeted financial impact of \$ 0

Brief reason for the revision:

The Austin Police Department is pleased to announce the adoption of the ABLE (Active Bystandership for Law Enforcement) program based on the long-term recommendations of Kroll. The ABLE program provides officers with practical strategies for intervening in misconduct cases and promotes creating a supportive culture for such intervention.

The ABLE Project offers guidance to both agencies and communities on the necessary steps to establish and maintain a culture of peer intervention. By training officers in both the intervention and receipt of intervention, the ABLE program empowers officers to protect their own and their colleagues' well-being, regardless of rank.

In order to receive the ABLE training and subsequent certification, the Austin Police Department is required to have a policy in place that addresses the program.

We are confident that the ABLE program will positively impact the department and the communities we serve.

900 General Conduct and Responsibilities

900.7 Active Bystandership for Law Enforcement (ABLE)

900.7.1 Participation

The Department has elected to participate in the national Active Bystandership for Law Enforcement (ABLE) Project. The Department is committed to developing and supporting officers who demonstrate an understanding of and commitment to active bystandership. The ABLE Project provides training, technical assistance, and research, all with the aim of creating a police culture in which officers routinely intervene as necessary to:

- (a) Prevent misconduct,
- (b) Avoid police mistakes, and
- (c) Promote officer health and wellness.

Through our participation in the ABLE Project, the Austin Police Department will deliver practical, scenario-based training for all officers in the strategies and tactics of police peer intervention.

900.7.2 Categories of ABLE

- (a) **Duty to Intervene** - In accordance with GO 200.1.3 Duty to Intervene, employees of the Austin Police Department have a duty to intervene to prevent another employee from conduct that would violate law or policy. Supervisors at all levels will reinforce the core principles of active bystandership as necessary during roll calls and other appropriate agency activities. Employees are also encouraged to intervene to assist colleagues in addressing health and wellness concerns, even where those concerns are not currently resulting in policy or legal violations. Employees shall intervene in a manner that protects the safety of the community, their colleagues, and themselves to the greatest extent possible.
- (b) **Program Leadership** - The Department has designated an ABLE Program Coordinator who resides within the Headquarters Bureau - Training Division. The ABLE Program Coordinator is responsible for leading the implementation of ABLE, including the roll out, promotion, and reinforcement of the program, and for playing an active role in embedding ABLE in the Department's organizational culture. The Program Coordinator will provide guidance and assistance to employees as necessary. The Program Coordinator will also work with Department leadership to ensure the Department meets the ABLE Program Standards. The Program Coordinator will report program status (e.g., number of officers trained) to the ABLE Project, as requested.
- (c) **Discipline Mitigation** - Because the Department supports officers who intervene to prevent misconduct, an effective intervention that the accused officer accepted may be considered a mitigating factor for both the accused officer and the intervening officer, depending on the totality of the circumstances, in any discipline decisions resulting from the underlying activity that prompted the need for the intervention.
- (d) **Reporting** - ABLE is not a reporting program, policy, or rule. ABLE does not alter the Departments reporting criteria, in compliance with Orders which include but are not limited to GO 110.4.3 Obedience to Orders, GO 211 Response to Resistance Reporting Guidelines, and GO 900.2 Required Reporting of Violations.
- (e) **Non-Retaliation** - The Department promotes and supports intervention to protect the community we serve and one another and will not tolerate retaliation against an employee for exercising their duty to intervene. Nor will employees who engage in a good faith act of intervention to promote employee health or wellness be subject to retaliation. A good faith intervention is considered a protected activity. This commitment is part of the Department's commitment to providing a culture in which employees are free from harassment and retaliation of any kind. Acts of harassment and retaliation are forms of serious misconduct and will result in investigation and appropriate disciplinary action, up to and including indefinite suspension.