

Police Civilian Review Board Meeting

October 14, 2021 at 6:30 p.m.

Agenda

<https://www.charlottesville.gov/zoom>

- I. Call to Order (Bellamy Brown, Chair)
- II. Agenda Approval
- III. Adoption of Minutes
- IV. Public Comment (3 minutes per speaker)
- V. Status of Complaints
- VI. Finance Report
- VII. Executive Director Intro, Comments/Discussion
- VIII. Asst. Chief Comments/Discussion (Tentative)
- IX. Public Comment (3 minutes per speaker)
- X. Code of Ethics/Member Rules Discussion
- XI. Public Comment (3 minutes per speaker)
- XII. Adjournment

Individuals with disabilities who require assistance or special arrangements to participate in the public meeting may call the ADA Coordinator at (434) 970-3182 or submit a request via email to ada@charlottesville.gov. The City of Charlottesville requests that you provide a 48 hour notice so that proper arrangements may be made.

Remote participation supported for the duration of the City Manager's Declaration of Emergency issued March 12, 2020.

New Section on Hearing Officers

(1)(h). Hearing Officer

Hearings that are convened to address complaint review requests under Section 2-461 of the Board's enabling ordinance will be presided over by Hearing Officers with professional experience in mediation, labor, civil rights law, police oversight, or other relevant area of jurisprudence. Hearing Officers will be engaged by the City Manager as prescribed in Sec. 2-156 of the Charlottesville Municipal Code. In selecting Hearing Officers, the City Manager will consult the Executive Director of the CRB and will take due precautions to avoid bias, conflict of interest, or the appearance thereof.

FAIRFAX COUNTY POLICE CIVILIAN REVIEW PANEL CODE OF ETHICS

Panel Approved: 15 May 2017

PREAMBLE¹

Civilian Police ~~Review Panel~~ members have a unique and critical role as public servants in reviewing law enforcement agency actions. Accordingly, the public, government, and law enforcement agencies have entrusted these individuals to conduct their oversight in a professional, informed, fair, and impartial manner. They earn this trust through a firm commitment to the public good, to the mission of their review panel, and to the ethical and professional standards described herein. The spirit of these ethical and professional standards shall guide panel members' conduct when conflicts of interest or ethical uncertainties arise as well as provide standards to which the public shall hold panel members accountable for their actions. The Code shall be a constant reminder that panel members are beholden to the interest of and fidelity to the public, which requires regularly promoting public trust, integrity, and transparency.

I. DIGNITY AND RESPECT²

Treat all persons with dignity, respect, equality, equity, and fairness and without preference, prejudice, or discrimination based on, but not limited to: age, ethnicity, culture, race, color, disability, sex, gender, religion, sexual orientation, gender identity or expression, socioeconomic status, housing status, marital status, parental status, citizenship, nationality, immigration status, language, political beliefs, and all other protected classes.

II. PERSONAL INTEGRITY³

Demonstrate the highest standards of personal and professional conduct to inspire and maintain public and stakeholder confidence and trust. Act honestly and responsibly and promote the ethical practices at all times.

III. COMMITMENT⁴

Represent the public's interest, uphold the constitutions and laws, and adhere to the mission and objectives of this panel, while seeking to improve policies and procedures to promote the public good in accordance with the ~~Fairfax County Police Civilian Review Panel~~ Bylaws. Place service to the public above personal and organizational self-interest.

¹ National Association for Civilian Oversight of Law Enforcement (NACOLE) Code of Ethics ([Link](#))

² NACOLE Code of Ethics; included equality, equity, and fairness as they are not necessarily covered under respect and dignity. Language focuses on ability to communicate in native languages or for hearing impaired that may not necessarily be covered under ethnicity, culture, or disability.

³ American Society of Public Administration Code of Ethics (ASPA) ([Link](#)); NACOLE Code of Ethics; National Association of Social Workers (NASW) Code of Ethics ([Link](#))

⁴ NACOLE Code of Ethics; ASPA Code of Ethic

IV. COMMUNITY ENGAGEMENT⁵

Engage in open, candid, and culturally sensitive outreach with community stakeholders in order to share information and to learn about community policing issues and concerns impacting communities throughout the county.

V. IMPARTIAL OVERSIGHT

Conduct reviews with diligence, objectivity, fairness, inquisitiveness, comprehensiveness, and in a timely matter. Present facts and findings without regard to personal beliefs or concerns for personal, professional, or political consequences.

VI. TRANSPARENCY⁶

Be open, transparent, responsive, and explanative to the public about the panel's role and processes, while in accordance with the ~~Fairfax County Police Civilian Review Panel~~ Bylaws, to include, but not limited to, maintaining meeting minutes and releasing regular annual reports on oversight activities.

VII. CONFIDENTIALITY⁷

Recognize that individual lives are impacted regardless of who they are and what the panel determines. Accordingly, maintain confidentiality of information, and in accordance with the ~~Fairfax County Police Civilian Review Panel~~ Bylaws, that cannot or should not be disclosed and protect the security of confidential records and identities of crime victims and police officers. Any disclosure of confidential information shall require written consent from the complainant and/or victim.

VIII. PROFESSIONAL EXCELLENCE⁸

Acquire the necessary knowledge and understanding of law enforcement, community dynamics, and current social, cultural, legal, and professional issues that impact the community, law enforcement agencies, and county government. Seek and encourage other members to seek professional development opportunities to enhance the ability to act competently, culturally sensitively, appropriately, and ethically in the capacity of a panel member.

IX. ACCOUNTABILITY AND SELF-EXAMINATION⁹

Seek continuous improvement in the effectiveness, efficiency, and advocacy of the panel, the law enforcement agencies it works with, and their relations with the communities they serve. Gauge this through community and cross-organizational feedback and evaluation as well as through internal panel policy and procedural reviews to advance performance, organizational reforms, and accountability. Sustain a respectful relationship with the Fairfax County Board of Supervisors, to whom the panel reports.

⁵ NASW Code of Ethics, NACOLE Code of Ethics

⁶ ASPA Code of Ethics; NACOLE Code of Ethics

⁷ NACOLE Code of Ethics; ASPA Code of Ethics

⁸ NACOLE Code of Ethics; ASPA Code of Ethics

⁹ NACOLE Code of Ethics

X. COURAGE¹⁰

Have the mental, moral, and physical fortitude to see through challenges, make tough decisions under stress and pressure, and to do what is right in the face of adversity.

XI. CONFLICTS OF INTEREST

Panel members shall avoid conflicts of interest, as set forth in the Fairfax County Police Civilian Review Panel Bylaws, that compromise or have the perception of interfering with their fair, impartial, and independent judgment and execution of their roles and responsibilities.

¹⁰ United States Marine Corps Core Values ([Link](#))

RULES FOR MEMBERS

A. Board members will declare any personal or financial conflict of interest regarding specific cases being reviewed or any other Board business.

B. If in any matter that comes before the Board, a member of the Board determines that his or her impartiality might reasonably be questioned, the Board member shall recuse him or herself.

C. Individual Board members will not make direct or indirect contact with any complainant, complainant's representative, or any police officer who is the subject of a complaint concerning the content of the complaint or the Board's consideration of the complaint. All contacts with parties having issues before the Board, (for example, those necessary to schedule hearings) will be conducted according to the Board's Operating Procedures.

D. No statements about specific complaints or recommendations will be made to the media other than those that have appeared on the agenda of a full Board meeting with a majority of Board members in attendance voting in favor of releasing a statement to the media. The Chair or Vice Chair will represent the Board in making such statements or they can request that the Executive Director make such statements, if such an option is voted upon by the Board at a publicly held quarterly meeting.

E. General inquiries about the Board and its processes from the media will be addressed by the Board Chair or Vice Chair or by the Executive Director if the Board has elected to use this option by a vote at a publicly held quarterly meeting.