



SHOREWOOD HILLS POLICE DEPARTMENT

How the SHPD Ensures Your Best Interests

How does the SHPD ensure that while fulfilling its mission, it does so with the best interests of our community at the forefront?

Oath of Honor / Oath of Office

One of our core values is Humanity, and it is our mission to protect and preserve all human life. SHPD standard operating procedures and training focus on de-escalation and application of force only when necessary. We treat all people with dignity and respect. All SHPD officers are sworn in with an oath of office to uphold the Constitutions of the United States and of the State of Wisconsin:

"I (officer name), having been duly appointed police officer in and for the Village of Shorewood Hills, Dane County, Wisconsin, do solemnly swear that I will support the Constitution of the United States, and the Constitution of the State of Wisconsin, and will faithfully discharge the duties of my position to the best of my ability."

Each officer also recites the International Chiefs of Police Oath of Honor:

"On my honor, I will never betray my integrity, my character, or the public trust. I will treat all individuals with dignity and respect and ensure that my actions are dedicated to the safety of my community and the preservation of human life. I will always have the courage to hold myself and others accountable for our actions. I will always maintain the highest ethical standards and uphold the values of my community."

Culture

The SHPD has a culture of equity and inclusion. Our Code of Conduct, our Mission, Vision, and Values, and our policies ensure that our officers are held accountable for our culture. SHPD law enforcement activities are behavior-based. Bias-based policing is not condoned nor tolerated within the SHPD. SHPD officers may not use race, ethnic background, gender, gender identity, sexual orientation, religion, economic status, age, or cultural group as a sole criteria for determining when or how to take enforcement action or to provide police services.

SHPD Use of Force

SHPD policy is that police officers shall use force that is reasonable and necessary to effectively stop a threat or to bring an incident under control. The application of deadly force is a measure of last resort, only to be employed when an officer reasonably believes that all other options have been exhausted or would be ineffective. The SHPD utilizes the State of Wisconsin Disturbance Resolution Model and the Defense and Arrest Tactics (DAAT) Intervention Options. This is a system of verbalization skills coupled with physical alternatives in a use of force continuum.

Our use of force policy specifies that we value the sanctity of human life. When using force, SHPD officers are required to act in good faith to achieve legitimate law enforcement objectives. Any use of force must be objectively reasonable based on the totality of the circumstances, including:

1. The severity of the alleged crime at issue.
2. Whether the subject poses an imminent threat to the safety of law enforcement officers or others.
3. Whether the suspect is actively resisting or attempting to evade arrest by flight.

De-Escalation

SHPD policy requires that officers shall use de-escalation techniques to prevent or reduce the need for force when the officer reasonably believes it is safe and feasible to do so based on the totality of the circumstances. This includes continually assessing the situation and modifying the use of force as

circumstances change and in ways that are consistent with officer safety, including stopping the use of force when it is no longer necessary.

Deadly Force

SHPD officers may use deadly force only as a last resort when the officer reasonably believes that all other options have been exhausted or would be ineffective. Officers may use deadly force only to stop behavior that has caused or imminently threatens to cause death or great bodily harm to the officer or another person in the following circumstances:

- To protect the police officer or others from what is reasonably believed to be an imminent threat of death or great bodily harm.
- To apprehend a criminal subject who has used or has threatened to use deadly force against someone and presents a continued threat to the public and the officer reasonably believes there is no other way to make the arrest or retain custody of the person once arrested.

Where deadly force is justified, an officer may, under exigent circumstances, use any available weapons or methods.

Before using a firearm, SHPD officers shall, when feasible, identify themselves and issue a verbal warning. Warning shots are prohibited.

SHPD police officers shall not discharge a firearm from or at a moving vehicle unless no other reasonable option exists and a greater imminent danger to an innocent person(s) is posed by the officer not discharging a firearm.

Duty to Report and Duty to Intervene

SHPD policy is compliant with WI Act 75. SHPD policy requires that our police officers who witness another law enforcement officer use force that does not comply with standards, immediately report the noncompliant use of force to a supervisor.

SHPD policy requires that police officers shall intervene to prevent or stop another law enforcement officer from what they believe to be a violation of constitutional rights or from using force that does not comply with the standards set under WI State Statute 175.44(2)(b) or (c). This policy applies whether the officer is on or off-duty, wherever they may be.

SHPD personnel are protected by law and by SHPD policy for reporting or intervening in noncompliant use of force.

Medical Aid After Use of Weapons and/or Force

Whenever a person is injured because of force applied by an officer, during apprehension, or when a person requests medical care, officers on the scene shall provide first aid and request medical assistance, if necessary, for the injured person as soon as circumstances allow for aid. There are additional requirements for medical aid after deployment of OC (pepper spray) or the use of a Conducted Energy Weapon (taser) or less-lethal impact projectile.

Use of Force Reporting

In addition to normal reporting procedures, any use of force by SHPD officers above the level of force at "compliant handcuffing" requires a comprehensive Use of Force report. Use of force incidents are reviewed by SHPD supervisors. The SHPD is a voluntary and early participant in State of WI and National use of force reporting programs.

Chokeholds and Neck Restraints

SHPD policy bans chokeholds and neck restraints except when an officer would be justified to use deadly force.

SHPD Hiring Process

Our background check process for new hires is comprehensive, even for former or current police officers from other agencies. Any prior history of malevolence, incompetence, or dishonor may immediately disqualify a candidate for consideration. SHPD policy is compliant with WI Act 82, requiring each WI law enforcement agency to create, collect, and share employment information as part of our recruiting and hiring process. SHPD policy also allows for the immediate disqualification of any applicant that has:

- Resigned in lieu of termination or is terminated for just cause from another law enforcement agency.
- Violated a rule, policy, or order of the Law Enforcement Standards Board (LESB) related to curriculum, training, or recruitment.
- Lied about information that would affect an officer's certified status.
- Are certified due to an administrative error.
- Have been convicted of a felony (or a crime that would be a felony in WI).
- Have been convicted of a crime of domestic violence.
- Have failed to pay court-ordered child or family support.

SHPD Terminations

SHPD policy is compliant with WI Act 82 and bans nondisclosure agreements with personnel who resign in lieu of termination or are terminated for cause. The SHPD shares information with other agencies during their background investigations.

Does the SHPD Use Military Equipment?

The SHPD does not participate in the federal 1033 program that allows local police agencies to acquire military equipment.

No-Knock Search Warrants

SHPD policy bans the use of No-Knock Search Warrants by our officers.