

# IOWA STATE UNIVERSITY

## OF SCIENCE AND TECHNOLOGY

Department of Public Safety  
Police Department  
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As a police department, we have heard members of our community who are justifiably scared, outraged, and fearful of the police. We grieve with you and understand that you are weary, skeptical and exhausted. We hear you.

As members of the ISU Police Department, we echo President Wintersteen's message to campus – "there is no justification for racism and brutality – ever." We understand that the killing of George Floyd and Breonna Taylor and other acts of violence at the hands of police officers, necessarily raises questions about the conduct, policy, and actions of our police force at ISU.

In our police department, we will continue to train our community members and our officers in ways to combat bias-based improper reporting to address the many iterations of #AmyCooper calls. Last year, we facilitated a Campus Conversation "Big or Small, Do you Call" to explicitly talk about those who weaponize the police against people of color. We will continue to engage in the unlearning and learning necessary to be active in anti-racist action and service.

Specifically, we are working on an FAQ section on our website that focuses on questions related to cultural competency, ISUPD's training and action, and how law enforcement has historically and continues to impact communities of color. We will post an update here when that section is live. Some of the questions we have recently received from you cover the following 3 topics: officer training, reporting police misconduct, and use of force.

**Officer Training:** All our officers receive training on implicit bias, responding to biased incidents, and addressing and responding to victimization in culturally-specific communities. This is in addition to the training provided during their certification at the Iowa Law Enforcement Academy and their onboarding process. Our training model includes Cultural Diversity as a core competency – this includes constant evaluation and discussion surrounding calls for service and scenarios.

**Reporting Police Misconduct:** During outreach events and enforcement action, employees are actively soliciting feedback, including complaints, to be relayed to department administration. Anyone with feedback or complaints is encouraged to call our dispatch center (515-294-4428) and ask to speak to a supervisor. Administration processes and investigates actions brought to our attention, whether the actions were on- or off-duty.

**Response to Resistance (formally understood as Use of Force):** ISUPD Officers are trained to use the least amount of force necessary to enact a positive change. Often, officer presence is the only force needed. When situations necessitate, alternate options are available. Lethal force is only authorized when absolutely necessary in life-threatening situations. All use of force beyond officer presence and verbal de-escalation are documented and reviewed.

We do not take lightly our responsibility to build the relationships of trust that you as a community deserve. Our department will continue our engagement through our "From 'Bobbies' to 'Five-O': Policing and Community throughout Hxstory" sessions and delve into further iterations which expand our learning. We will also continue to engage in conversations via Campus Conversations in collaboration with our mentors and colleagues in the Office of the Vice President for Diversity and Inclusion.

Our work doesn't end with this message; it will continue to include ongoing action, training, conversations with our community, and sharing what we've learned with law enforcement across the country to continue enacting positive changes on this system.

- Your Iowa State University Police Department