

Carmel Police Department

Frequently Asked Policy Questions

Due to recent events, many community members have inquired about the policies and practices of local police departments. The purpose of this document is to respond to some of those commonly asked questions and provide links to documents with more information and resources for citizens. As shown below, the Carmel Police Department has policies which recognize the frequently referenced '8 Can't Wait' policies. Most of these policies have been in existence for many years.



Topic: Use of Force

Question: Does the Carmel Police Department ban chokeholds and strangleholds?

Answer: Yes. The Department's [Use of Force](#) policy states, "Techniques that intentionally restrict the airway (airway choke) or carotid (carotid choke) are considered deadly force. Such techniques shall not be used by members of this department, other than situations that justify the use of deadly force."

Question: Does the Carmel Police Department require a warning before shooting?

Answer: Yes, if possible. The Department's [Use of Force](#) policy provides, "When feasible and safe, officers should give verbal warnings when use of force is going to be used. In some cases, there may not be an opportunity to give verbal commands or warnings."

Question: Do officers have to exhaust all other means before shooting?

Answer: Yes, if possible. The Carmel Police Department respects the inherent life, liberty, dignity, and worth of all individuals by preserving human life, and minimizing physical harm and the reliance on use of force. All the criteria for deadly force can be found in the Department's [Use of Force](#) policy.

Tennessee v. Garner, 471 U.S. 1 (1985); Graham v. Connor, 490 U.S. 386 (1989)

Question: Are officers prohibited from shooting at moving vehicles?

Answer: The Department's [Use of Force](#) policy provides "Discharging a firearm at a threat in a moving vehicle is justified in deadly force situations only and when doing so does not pose a greater risk to the officer or the public. Discharging a firearm at a threat from a moving vehicle is allowed as a last resort to protect the life of an officer or other person in a deadly force situation only and when doing so does not pose a greater risk to the officer or the public."

Question: Are officers required to de-escalate before using force?

Answer: Yes, if possible. The Department's [Use of Force](#) policy provides "Prior to using physical, non-deadly and/or deadly force, all Carmel police officers, when possible and feasible, will use de-escalation techniques to decrease the

likelihood that officers will need to utilize use of force, and to minimize the level of force required.”

Question: Does the Carmel Police Department require reporting each time an officer uses force?

Answer: Yes. The Department's [Use of Force](#) policy provides in 4.1.9.A, “Upon being involved in any use of force the officer involved will notify his/her supervisor as soon as possible. The on-duty supervisor shall investigate each use of force and create a summary report. The Use of Force form is to be completed in all uses of force NOT involving serious bodily injury or death prior to the end of the officer’s shift. The Use of Force Form shall be sent up the chain of command to the affected officer’s Division Commander. The Use of Force Form is not needed for instances involving pointing of firearms, verbal commands or techniques used with little chance of injury to the person they are applied. Annually, a report is published summarizing the force used by Carmel Police Officers. The report can be found in the CPD Use of Force Analysis.

Question: Does the Carmel Police Department require officers to intervene to stop excessive use of force?

Answer: Yes. As stated in the Department’s [Use of Force](#) policy, “Police officers shall use only that amount of force that is objectively reasonable and necessary to achieve their lawful purpose. Excessive or unauthorized force is never justified and every officer not only has an affirmative duty to intervene to prevent such force, but also to report any such instances that may come to their attention. In addition, officers are bound by conduct and disciplinary rules found in [General Order 26, Rules and Regulations](#), item 8 which states “Members shall take proper and lawful action when they observe wrongful or negligent behavior by Department members.”

Question: Does the Carmel Police Department regulate how citizens are restrained and transported to jail?

Answer: Yes. The [Prisoner Transportation](#) policy regulates the transport of arrested citizens. Section L prohibits restraining citizens in a manner that causes positional asphyxia (suffocation).

Question: Does the Carmel Police Department have a use of force continuum?

Answer: No. The use of force continuum is an outdated tool designed many years ago and largely disregarded by most modern agencies. The Carmel Police Department trains it’s officers in the concept of “objectively reasonable force” to guide and regulate the type of force response used for different levels of resistance presented by citizens. This term is defined in the [Use of Force policy](#). It means that, in determining the necessity for force and the appropriate level of force, officers shall evaluate each situation in light of the known circumstances, including, but not limited to, the seriousness of the crime, the level of threat or resistance presented by the subject and the danger to the community. This concept is endorsed by the United States Supreme Court. *Graham*, 490 U.S. at 396

Topic: Citizen Complaints

Question: Are Carmel Police Officers required to report the misconduct of other officers?

Answer: Yes. The Department's [Internal Affairs policy](#) provides, "It shall be the duty of all personnel to report allegations of employee misconduct through the chain of command. Any member of this Department, sworn or civilian, who fails or refuses to report employee misconduct, shall be subject to disciplinary action up to and including dismissal from the Department."

Question: Can a citizen read the complaints against officers or review the personnel history of an officer?

Answer: No. Under Indiana law, personnel records of public employees are closed records.

Question: Does the Carmel Police Department have an early intervention system?

Answer: Yes. The Department's early intervention system is the [Guardian Tracking Program](#). It is designed to identify employees who have established a pattern of behavior inconsistent with professional police conduct or established police procedures.

Topic: Hiring and Training

Question: How are Carmel Police Officers vetted before being hired?

Answer: During the [selection process](#) with the Department, applicants undergo a thorough background investigation. The background investigation includes an extensive review of work, criminal and personal history, as well as many interviews, a polygraph examination, and a psychological evaluation.

Question: How much initial training do Carmel Officers receive?

Answer: Newly hired officers receive 23 weeks. The state of Indiana requires over 600 hours of training at the [Indiana Law Enforcement Academy](#). Once an officer completes academy training, the officer undergoes a field training program for an additional 16 weeks of training.

Question: How much training do Carmel Police Officers receive annually?

Answer: The State of Indiana requires 24 hours of in-service training annually. In 2019, Carmel Officers averaged over 92 hours of in-service training.

Question: Do Carmel Officers get training on issues relevant to community relations and de-escalation?

Answer: Yes. Carmel Officers have attended the following training sessions over the last year. The list is only a sample of the training and not inclusive of all training.

CPR/AED/TQ

Legislative Update

Active Listening

Cultural Diversity

Ethics

Law Enforcement Diabetes Awareness

Leadership

Mental Illness, Addiction & Disabilities

Autism, Alzheimer's, Dementia & Endangered Adults

Domestic & Child Abuse

Defensive Tactics / De-escalation Techniques

In addition to the training courses, the Carmel Police Department is a leading agency in the use of the [Individual Crisis Unit](#) (ICU) as a form of de-escalation. Using the ICU allows citizens who are suffering from mental illness and substance abuse to be diverted from the criminal justice system to the community's system of care.

Topic: Policy

Question: How does the Carmel Police Department create policies?

Answer: The Department's policies are formed through a process that involves extensive research and review influenced by best practices, case law, statutes, and public sentiment. The structure and content are often guided by the Commission on Accreditation of Law Enforcement Agencies ([CALEA](#)) standards and the International Association of Chiefs of Police ([IACP](#)) best practices.

Question: How does the Carmel Police Department ensure that its policies are up to date?

Answer: Department staff members annually review all policies. In addition, [CALEA](#) assessors review the policies and procedures associated with accreditation standards every year during an annual online assessment. Every four years, [CALEA](#) assessors conduct an on-site assessment that includes ride-alongs and interviews with staff and community members.

The Carmel Police Department has been accredited through the [CALEA](#) since 1996.