

CAMPAIGN ZERO LOCAL POLICY AGENDA

INTERVENTIONS

END BROKEN WINDOWS POLICING



A. De-prioritize enforcement of the following harmless offenses:

- Consumption of Alcohol on the Streets
- Marijuana Possession
- Disorderly Conduct
- Trespassing
- Loitering
- Disturbing the Peace
- Spitting

B. Pass an [ordinance](#) or revise police department policies to ban racial profiling and establish enforceable protections against it.

C. Pass an ordinance or take administrative action to establish teams that include mental health professionals as primary responders or co-responders to crisis situations.

END FOR-PROFIT POLICING



A. End police department quotas for tickets and arrests.

B. Pass ordinances that [ban failure to appear](#) fines or warrants, [cap court fine revenue](#) at 10% of the municipal budget, and allow judges discretion to waive or initiate payment plans for fines and fees for low-income people.

INTERACTIONS

LIMIT USE OF FORCE



A. Revise police department use of force policies to:

- Require officers use minimal force and de-escalation tactics, [carry a less-lethal weapon](#), and [intervene](#) when another officer uses excessive force.
- [Prohibit officers](#) from using force on a person for talking back or as a punishment for running away, from [shooting at or moving in front of moving vehicles](#), and [from engaging in high-speed pursuits](#) of people who are not suspected of committing or being about to commit a violent felony.

B. Require the police department to post all police shootings and other in custody deaths and serious injuries each quarter online for public consumption.

C. Require officers to report all uses of force to a database and use this to inform an early intervention system that re-trains and disciplines officers with repeated uses of force or civilian complaints.

D. Make [chokeholds](#), [hog-ties](#) and [nickel-rides](#) a criminal offense.

TRAINING



A. Require police officers to undergo consistent racial bias training and bias testing, and use findings to determine hiring, performance evaluations and decisions about where to deploy officers.

B. Require officers to undergo the following trainings as a condition of employment, and fund community members and youth to be involved in designing and implementing these trainings:

- Procedural Justice
- Community Policing
- Community Interaction and Relationship Building
- Crisis Intervention, mediation, conflict resolution and rumor control
- Appropriate engagement with youth, LGBTQ individuals, individuals with mental illness, and English language learners
- Tactical de-escalation and minimizing use of force

DEMILITARIZATION



- A. Prohibit police departments from using municipal funds or federal funds to purchase military equipment from the federal government or otherwise obtaining this equipment.
- B. Prohibit the use of military weaponry currently in the department's possession.

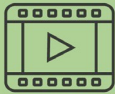
COMMUNITY REPRESENTATION



- A. Develop and implement guidelines for recruitment and retention of a police force representative of the community, prioritizing the recruitment and hiring of officers of color.
- B. Partner with local research institutions to [field a regular survey](#) of community perceptions of the police and use this information to guide officer evaluations as well as department policies and

ACCOUNTABILITY

BODY CAMS / FILM THE POLICE



- Pass an ordinance or revise police department policy to require police officers use technology that collects audio and visual data of police interactions (including body cameras) and develop clear policies governing their use, storage and accessibility of footage in consultation with activists and community organizations. This should include policies that:
- Record all interactions with civilians (except where a civilian opts not to be recorded upon mandatory notification)
 - Allow civilians to review footage involving them or a relative and require this information be released to the public
 - Presume police misconduct if complete footage is unavailable
 - Prevent officers from reviewing footage of an incident before completing initial reports or statements
 - Secure the privacy of the citizen during all processes

COMMUNITY OVERSIGHT



Pass a local ordinance or revise the City Charter to establish and fund a civilian oversight structure with the power to investigate police misconduct, subpoena, and discipline police officers (San Francisco Charter Policies on [Police Commission](#) and [Office of Citizen Complaints](#))

INDEPENDENTLY INVESTIGATE & PROSECUTE



- A. Require an [independent and external police department](#) to investigate cases where a police officer employed by the local police department kills or seriously injures a civilian.
- B. Require an [independent and external prosecutor](#) to manage the proceedings following independent investigation.

FAIR POLICE UNION CONTRACTS



Repeal provisions in [police union contracts](#) that delay interrogations of officers, obstruct civilian review and expunge or otherwise hide officers' disciplinary records from the public.