



Sudbury Police Department

Office of the Chief of Police

75 Hudson Road
Sudbury, MA 01776
Business (978) 443-1042
Fax (978) 443-1045
nixs@sudbury.ma.us

Scott Nix
Chief of Police

June 12, 2020

To the Sudbury Community:

In following up on my statement of May 31st, I thought it appropriate to provide insight into what our current practices are as well as what we intend to do. If I may reinforce as conveyed in my first statement, the actions of the former Minneapolis officers were reprehensible and criminal but in no way are they representative of the expectations of the Sudbury Police Department.

I have received numerous Social Media inquiries, emails as well as phone calls surrounding our Policies and Procedures. Specifically, they have inquired about inclusion of 8 points in our Use of Force Policy as outlined by the #8CANTWAIT initiative (8cantwait.org). I have also received inquiries regarding body worn cameras which I hope to address. I also want to outline programs, initiatives and relationship building we have been doing for some time and intend to continue while assessing what else may be appropriate.

Training:

In Massachusetts, Police Officers are mandated to take 40 hours of in-service training each year, at a minimum. We believe in going beyond that training threshold and would advance further if additional funds were made available. In the interest of trying not to create a longer document than already exists, you can visit <https://www.mass.gov/mandate/mandatory-statewide-in-service-training-for-all-sworn-officers> for further information.

Rules & Regulations:

Prior to the onset of the COVID-19 virus and the subsequent death of George Floyd, we brought on board a software program that allows for better organization of Policies & Procedures as well as Rules & Regulations, which go hand in hand. This program was the commencement of reviewing all the aforementioned documents. The program will better organize the documents, allow routine testing of department member's knowledge, among other features.

One of the documents under review is our Rules & Regulations. As the document currently stands, I have taken some excerpts for residents to review. The excerpts below represent expectations of department personnel across all of our Policies & Procedures in performing their duties.

Law Enforcement Code of Ethics

As a Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all men to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my Department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities or friendships influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . Law Enforcement.

Forward

The primary purpose of the Police Department is to provide a high level of safety, security and service for all members of the community. As a regulatory agency of local government, the Police Department has the direct responsibility for the preservation of the public peace; for the reduction of the opportunity to commit crime; and for the effective delivery of a wide variety of police services.

In our democratic society the legislature frames and constructs the law while the judiciary interprets the law and imposes the necessary penalties upon transgressors. It is the police, however, who have the sworn duty to directly apply and execute the law fairly and objectively for the benefit of the entire community. This task has become one of the most difficult and most demanding responsibilities in the public service.

It is, therefore, of the utmost importance that all police officers have a keen perception of their role and purpose and a clear understanding of what is expected of them in the performance of their essential duties. It is toward the achievement of these goals that this Manual of Rules and Regulations has been prepared. It sets forth the purpose for which the Police Department is organized and establishes standards of conduct and behavior to which every member of the Department is to be held personally accountable.

The contents of this Manual should be accepted and adhered to as a personal code of ethical conduct and endorsed by all Department members as a foundation for professional law enforcement. It provides clearly defined, reasonable standards of acceptable behavior and has the legitimate purpose of furnishing the best possible police protection and service for the community.

It should be noted, however, that Rules and Regulations can provide desirable guidelines for police officers to follow; adequate training can equip them with the understanding and technical skills necessary to perform effectively; and diligent supervision can furnish them with capable direction and guidance; but, in the final analysis it is personal efforts of the individual officer that will earn the confidence and respect of the public. Police officers who are knowledgeable, thoughtful, courteous, and resourceful in the performance of their duties will reflect credit upon themselves, upon the Police Department they represent, and upon the community they serve.

Professional Responsibilities

1. The protection of life and the safeguarding of property;
2. The prevention and control of crime;

3. The investigation of crime, the apprehension of criminal offenders and the recovery of stolen property;
4. The preservation of the public peace and good order;
5. The enforcement of statutes, ordinances and by-laws within the police area of responsibility;
6. The immediate response to public emergencies;
7. The performance of such other police-related services required by the community;
8. The advancement of a cooperative relationship with the general public;
9. The creation of a sense of safety and security for the entire community through vigilant preventative patrol; and
10. The accomplishment of all police objectives within the law and the constitutional guarantees of all citizens.

Although this document is under review, as previously mentioned, I thought residents would like to know the expectations outlined. It is our intent to augment, modify and add moving forward.

Policies & Procedures:

In terms of Policies & Procedures currently in place that would be relative to the 8 points noted are Use of Force, Use of Force Reporting, Electronic Weapons Policy. In totality, I believe all 8 points are addressed although as we work on the drafts of the updated documents, we will be more succinctly covering these points. Please go to our website at <https://sudbury.ma.us/police/> to view our current Use of Police Policy, Use of Force Reporting, Electronic Weapons Policy

Department Initiatives:

We have a number of initiatives we have implemented while continually assessing what else may be appropriate. Some of these are listed below:

Body cameras are an initiative we have been in the process of vetting. Although the expense of said cameras may sometimes be offset with grants, the more expensive aspect of such a program is the storage of the video as well as the ability to reproduce/redact for transparency and public records requests. We will continue seeking opportunities for funding in looking to implement the program.

Domestic violence calls can be some of the most challenging and dangerous calls; both for the victims as well as responding officers. Nuancing through the dynamics of such circumstances can be difficult at best. We have partnered with **Domestic Violence Services Network (DVSN)** for a number of years now to better serve those that finds themselves in such predicaments.

Please take the opportunity to review their website at <https://www.dvsn.org/>.

Middlesex District Attorney Diversion Program has long been a staple of the Sudbury Police Department in holding offenders accountable, more specifically juveniles and young adults, while keeping official charges off of their criminal record that could potentially affect the rest of their lives.

Please take the opportunity to review their website for additional details at <https://www.middlesexda.com/beyond-courtroom/pages/juvenile-and-young-adult-diversion-programs>.

Communities for Restorative Justice (C4RJ) is another program with which we subscribe that is similar to that of the District Attorney's program but encompasses any age.

You can review their website at <https://www.c4rj.org/>.

Jail Diversion Program (JDP) is a program targeted at those in crisis who are need of the requisite services versus being thrust in to the criminal justice system. We have a Master's level clinician imbedded with officers who responds to those in crisis with us. Our clinician is shared with the Hudson Police Department providing amazing resources a patrol officer may not be as familiar with and/or have access to.

Please take a moment to review further information on the Advocates website at <https://www.advocates.org/services/jail-diversion>.

As well we have formed a great relationship with the Sudbury Town Social Worker. Working collaboratively has been very beneficial for those in need.

School Resource Officers have become an integral part of both the Sudbury Public Schools as well as Lincoln-Sudbury Regional High School. Amazing relationships and bonds have been forged in hope we have provided a better illustration of what it truly means to be a police officer. Relationship building is imperative, particularly at a young age.

Our first **Citizens Police Academy** run in the fall of 2019. We hope to have the opportunity to do so again this fall assuming conditions allow us to proceed. We had very positive feedback from participants who indicated it was very eye opening. Please keep an eye on our Facebook for a preliminary announced in the coming weeks.

What the Future Holds:

Increased communication and open dialogue are critical moving forward. Building relationships with everyone in our community no matter the race, religion, color, creed, ethnicity or sexual orientation is a top priority. I feel it is our duty to be more proactive in reaching out as well as maintaining a welcoming posture for those who would like to express their thoughts. I have already been in contact with and/or met with a number of residents interesting in expanding an interactive dialogue.

Reviewing of our Policies & Procedures/Rules & Regulations, evaluation of our training program beyond what is mandated and an overall assessment of how we can be a better department in serving residents is something we have always done and intend to delve deeper in doing so.

Respectfully,



Scott Nix
Chief of Police

Attachments:

[Use of Force – Policy and Procedure No. 1.01](#)

[Use of Force Reporting – Policy and Procedure No. 1.03](#)

[Electrical Weapons Policy – Policy and Procedure No. 1.03.1](#)