



## EXCELLENCE IN POLICING INITIATIVE

# Policing, Reimagined

*New Jersey is undertaking what The Atlantic has called “the nation’s most ambitious police reform.” Learn how the Garden State’s “Excellence in Policing” initiative is changing the way law enforcement officers interact with the public:*

## Limiting When Officers May Use Force

*Sweeping new rules ensure that all are treated with dignity and respect*

- Banning all forms of physical force, except as a last resort and only after the officer attempts to de-escalate the situation.
- Prohibiting officers from firing weapons at a moving vehicle or engaging in a high-speed car chase, except under narrowly limited circumstances.
- Helping officers identify signs of mental illness, so they can more appropriately respond to individuals who do not present a threat to others.
- Establishing a “duty to intervene” that requires all officers, regardless of rank, title, or seniority, to intervene if they see an officer use excessive force.

## Overhauling Training & Culture

*Helping officers avoid situations where the use of force becomes necessary*

- Modernizing police academy curricula, to emphasize a “guardian” mentality rather than an “warrior” mindset.
- Promoting the psychological well-being of officers, to ensure their resiliency in the face of modern challenges.
- Implementing state-of-the-art “early warning systems” that identify at-risk officers and helps agencies intervene before problems escalate.
- Using body-worn camera footage as a training tool, after both serious incidents and routine encounters, to improve officer performance and behavior.

1

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## Ensuring Accountability & Transparency

*Shining a light on successes and failures – and learning from both*

- Requiring officers to submit detailed information into an online portal about every use of force in New Jersey within 24 hours of the incident, with a version of the portal accessible to the public.
- Mandating protocols for more serious incidents – including officer-involved shootings and deaths-in-custody – to ensure independent grand jury investigations and the prompt release of body-worn camera footage.
- Overhauling police departments’ internal disciplinary process, to ensure officers are held accountable even in cases that don’t result in criminal charges.
- Creating a statewide police licensing program, with the ability to permanently revoke the licenses of officers who engage in significant misconduct.
- Establishing clear rules to ensure prosecutors promptly provide defendants with exculpatory evidence, including, where appropriate, information about the disciplinary record of officers who will testify at trial.
- Requiring police departments and county prosecutors to conduct an annual analysis of use-of-force incidents to identify trends, including any racial disparities.

## Building Trust with Vulnerable Populations

*Protecting public safety by strengthening community relationships*

- Ensuring witnesses and victims feel safe reporting crimes without fear of deportation, by banning so-called “287(g) agreements” and limiting the types of voluntary assistance local police may provide to federal civil immigration authorities.
- Issuing rules governing police interactions with LGBTQ+ individuals, to ensure every encounter is handled with dignity and respect.
- Creating new mechanisms to divert at-risk juveniles away from formal court proceedings and towards social or familial support.
- Instituting protocols for “victim-centered” sexual assault investigations, ensuring that officers treat victims with respect and understanding in the hours, days, and months after reporting an assault.
- Establishing one of the country’s first statewide “conviction review units,” to review claims of actual innocence by incarcerated individuals.
- Hosting quarterly community listening sessions in each of New Jersey’s 21 counties, and regularly soliciting public input on reform proposals.

