### Campaign Zero Federal Policy Agenda

#### Interventions

<table>
<thead>
<tr>
<th><strong>End Broken Windows Policing</strong></th>
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<tbody>
<tr>
<td>A. Pass legislation (<a href="#">Respect State Marijuana Laws Act of 2015</a>) to end federal marijuana prohibition or end DEA enforcement of this prohibition.</td>
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<tr>
<td>B. Pass legislation (<a href="#">End Racial Profiling Act of 2015</a>) or use existing federal funds to end to racial profiling.</td>
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<table>
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<tr>
<th><strong>End For-Profit Policing</strong></th>
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<tbody>
<tr>
<td>Pass legislation (<a href="#">FAIR Act</a>) or use existing federal funds to prohibit police from seizing assets of civilians unless they have been convicted of a crime, preventing police from partnering with the Department of Justice to seize assets, and directing legally seized assets to an external funding pool.</td>
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#### Limit Use of Force

| **A.** Establish a national use of force standard that requires police officers use the least amount of force necessary and permits use of lethal force only in situations where there is an imminent threat to a life. |
| **B.** Pass legislation ([The PRIDE Act](#)) or use of existing federal funds to require nationwide reporting of incidents where police kill or seriously injure people to a publicly accessible online database. |

#### Training

| **Pass legislation or use of existing federal funds to require police departments to undergo consistent racial bias training and bias testing linked to performance evaluations.** |

#### Demilitarization

| **Pass legislation ([Stop Militarizing Law Enforcement Act](#)) or use administrative action to end militarization of the police and urgently end the supply of Federal military weaponry to local municipalities.** |

#### Community Representation

| **Pass legislation or use of existing federal funds to require police departments to develop and implement guidelines for recruitment and retention of minority police officers.** |

#### Body Cams / Film the Police

| **Pass legislation and use of existing federal funds to mandate police departments to use body cameras and develop clear policies governing their use, storage and accessibility of footage in consultation with activists and community organizations.** |

#### Community Oversight

| **Pass legislation or use of existing federal funds to encourage local municipalities and agencies to establish civilian oversight structures with the power to investigate police misconduct, and subpoena and discipline police officers.** |

#### Independently Investigate & Prosecute

| **A.** Pass legislation ([Police Training and Independent Review Act of 2015](#)) or use of existing federal funds to encourage external, independent investigations and prosecution of police killings. |

| **B.** Pass legislation to [lower the standard of proof](#) for federal civil rights investigations of police officers. |

#### Fair Police Union Contracts

| **Remove provisions in contracts with federal police unions that delay investigations, prevent meaningful civilian oversight and expunge or cover up officers’ disciplinary records.** |
A. Decriminalize the following harmless offenses:
   - Consumption of Alcohol on the Streets
   - Marijuana Possession
   - Disorderly Conduct
   - Trespassing
   - Loitering
   - Disturbing the Peace
   - Spitting

B. Pass legislation to ban racial profiling and establish enforceable protections against it.

C. Pass legislation to establish teams that include mental health professionals as primary responders or co-responders to crisis situations.

A. Pass legislation to prohibit police departments from seizing assets of civilians unless they have been convicted of a crime and direct legally seized assets to an external fund.

B. Pass legislation banning police department quotas for tickets and arrests.

A. Establish a statewide use of force standard that requires police officers to use the least amount of force necessary, prioritizes de-escalation, and permits use of lethal force only in situations where there is an imminent threat to a life.

B. Pass legislation (Colorado law) to require statewide reporting of incidents where police kill or seriously injure people to a publicly accessible online database.

C. Make chokeholds, hog-ties and nickel-rides felony offenses.

D. Pass legislation (Illinois law) to require police departments to report officers who have been found to have violated department policy, the law, or who have otherwise committed official misconduct and maintain a database containing this information.

E. Pass legislation prohibiting officers who have been found to commit a felony offense while acting in the line of duty from being employed by any law enforcement agency in the state.

A. Change statewide Law Enforcement Officer Standards and Training Board requirements to require police departments to undergo consistent racial bias training and bias testing, with implications for entering and sustaining a career in law enforcement.

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
   - Relationship-based policing
   - Community Interaction
   - Crisis Intervention, mediation, conflict resolution and rumor control
   - Appropriate engagement with youth, LGBTQ individuals, individuals with mental illness, and English language learners
   - De-escalation and minimizing use of force

A. Pass legislation to prohibit police departments from using federal funds to purchase military equipment.

B. Pass legislation to prohibit the use of military weaponry currently in police departments’ possession.
Pass legislation to require police departments to 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.

A. Pass legislation 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

B. Pass legislation establishing that the act of filming the police is not, by itself, interfering with law enforcement activity.

Pass legislation authorizing and funding local municipalities and agencies to establish civilian oversight structures with the power to investigate police misconduct, subpoena, and discipline police officers.

A. Pass legislation establishing a permanent special prosecutor’s office with independent investigators required to investigate all cases where police kill or seriously injure a civilian.

B. Repeal provisions in state Law Enforcement Officers’ Bills of Rights that delay investigations, obstruct civilian review and that expunge or otherwise hide officers’ disciplinary records from the public.

Repeal provisions in state trooper unions and other state law enforcement unions that delay investigations, obstruct civilian review and that expunge or otherwise hide officers’ disciplinary records from the public.

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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.

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.

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.

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 practices.

### Accountability

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

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)

### Community Oversight

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.

### Independently Investigate & Prosecute

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.