101.13

USE OF FORCE

1. PURPOSE: To establish uniform regulations and provide guidelines regarding the use of force by Sworn Personnel.

2. POLICY: Sworn Personnel will use only the degree of force that is objectively reasonable to accomplish lawful objectives and bring an incident/person under control. Officers actively engaged in the application of force must ensure the use of force does not continue beyond the point that is reasonable. Officers must continually reassess the situation and ensure the level of force being used meets the objectively reasonable standard. Nothing in this written directive will constitute justification for reckless or criminally negligent behavior that amounts to an offense against persons.

3. SCOPE: This written directive applies to all Sworn Personnel. Sworn Personnel who have not been issued a copy of this written directive and instructed in the policies and regulations set forth herein will not be authorized to carry any lethal or less lethal weapons.

4. RESPONSIBILITY: It shall be the responsibility of all Sworn Personnel to comply with this directive. All Sworn Supervisory personnel will be responsible for ensuring their subordinates fully understand these policies and regulations.

5. DEFINITIONS

    A. NON-DEADLY FORCE: Any physical effort used to control or restrain another, or to overcome the resistance of another, neither likely nor intended to cause death or serious physical injury.

    B. DEADLY FORCE: Force which is likely to cause death or serious physical injury, or which creates a substantial risk of causing death or serious physical injury.

    C. LESS LETHAL FORCE: Any use of force that by its very nature is not intended to, nor is it likely to cause death; however, death may result depending on its use.

    D. OBJECTIVELY REASONABLE: In determining the necessity for force and the appropriate level of force, officers shall evaluate each situation considering the facts and circumstances they perceive at the time of the incident, which would likely cause a reasonable officer to act or think in a similar way under similar circumstances. The calculus of reasonableness must embody an allowance for the fact that police officers are often forced to make split-second judgments in tense, uncertain, and rapidly evolving circumstances. The appropriateness of an officer's decision to use force will be based upon the totality of the circumstances as perceived by the officer in the moment the force

was used. The totality of circumstances includes but is not limited to the severity of the crime at issue, whether the suspect poses an immediate threat to the safety of officers or others, and whether they are actively resisting arrest or attempting to evade arrest by flight.

E. DE-ESCALATION: Taking action or communicating verbally or non-verbally during a potential force encounter in an attempt to stabilize the situation and reduce the immediacy of the threat so that more time, options, and resources can be called upon to resolve the situation without the use of force or with a reduction in the necessary force. De-escalation may include using techniques such as command presence, advisements, warnings, verbal persuasion, and tactical repositioning.

F. SERIOUS PHYSICAL INJURY: Physical injury which creates a substantial risk of death, or which causes serious and protracted disfigurement, protracted impairment of health, or protracted loss or impairment of the function of any bodily organ.

G. PHYSICAL INJURY: Impairment of physical condition or substantial pain.

H. INJURY: Any manifestation or COMPLAINT of physical injury to a person which requires medical attention, even though the injured party may have refused such attention.

I. SIMPLE FIRST AID: Medical support provided by first responders to assist individuals who have minor injuries that do not require treatment at a medical facility. Injuries requiring treatment at a medical facility (emergency room) would be more than simple first aid.

J. LAWFUL OBJECTIVES: Those objectives which are accomplished within the constraints of law, with respect to civil rights, departmental policies, and an Officer's primary responsibility to value the protection of human life above all other things.

K. STRIKE: Deliverance of a blow or thrust (as with the hand, knee, fist, or weapon).

L. RESISTANCE: Any behavior, actually occurring or reasonably perceived, will occur based on the officer's training and experience, that attempts to overcome, thwart, and/or evade an officer's lawful ability to perform their official duties. Types of resistance may vary from psychological intimidation to aggravated physical aggression.

M. IMMINENT DANGER: The threat of death or serious physical injury that is immediate, certain, and unequivocal. "Imminent" refers to conditions that are close at hand, about to happen, or impending, and may not necessarily refer to a finite period of time. The objectively reasonable perception of the officer, at the moment of action, is the test for determining imminence.

N. STATE BUREAU OF INVESTIGATIONS (SBI): The State Bureau of Investigations (SBI) functions as the Alabama Law Enforcement Agency's (ALEA) investigative division. The SBI conducts investigations and provides assistance to city, county, state, federal, and foreign law enforcement agencies.

6. AUTHORIZED LESS LETHAL WEAPONS

A. OLEORESIN CAPSICUM: The current department approved O.C. spray carried for duty use, see Oleoresin Capsicum directive 101.24. Supervisors, the Special Weapons and Tactics Team, and the Incident Response Team are authorized to use the department-approved fogger for tactical situations or civil disturbances.

B. EXPANDABLE BATON: The authorized baton is the department-issued expandable baton. Carrying the expandable baton is optional. The Incident Response Team are the only personnel authorized to carry/use the thirty-six-inch baton.

C. LESS LETHAL EXTENDED RANGE IMPACT DEVICES: Kinetic Energy Impact Projectiles, see directive 101.13.1.

D. ELECTRONIC CONTROL DEVICE: Neuro-Muscular Incapacitation Device with an intended design for causing temporary incapacitation, see directive 101.13.2.

7. USE OF FORCE: GENERAL PROCEDURES

A. It must be stressed that the use of force is not left to the unfettered discretion of the officer involved. This is not a subjective determination. The use of force must be objectively reasonable based on the totality of the circumstances. Specific factors that may lead to such a decision will include, but are not limited to:

1. The severity of the crime;

2. Whether the suspect is an immediate threat to the safety of officers or others;

3. Whether the suspect is actively resisting arrest;

4. Whether the suspect is evading arrest by flight;

5. Officer's and the suspect's relative age, sex, size, skill level, and strength;

6. Behavior and mental capacity of the suspect;

7. Influence of alcohol or drugs and/or pain tolerance of suspect;

8. Number of officers and availability of additional officers;

9. The presence of innocent bystanders;

10. The number of suspects;

11. Location and environmental considerations;

12. Officer's and suspect's proximity to weapons;

13. Physical condition, including any injuries or degree of exhaustion;

14. The duration of the event;

15. Officer's distance from the subject, reaction time; and

16. Officer's special knowledge of the suspect.

B. Verbal commands are directions given by a law enforcement officer with the expectation of a motoric or verbal response from the subject. The purpose of verbal commands is to diffuse conflict and bring the subject into compliance. Verbal commands are not always successful; in such cases, an officer may have to resort to using physical force to bring the subject into compliance. Sometimes, the opportunity to use verbal commands does not exist, and the officer may choose an alternative response option. There is no legal requirement for an officer to attempt to use verbal commands if the circumstances deem it would be ineffective or clearly inappropriate for the event.

C. Allowances must be made for the fact that officers are often forced to make split-second decisions about the amount of force that is necessary in a particular situation or circumstances that are tense, uncertain, and rapidly evolving. Given that no policy can realistically predict every possible situation an officer might encounter in the field, it is recognized that each officer must be entrusted with well-reasoned discretion in determining the appropriate use of force in each incident. While the ultimate objective of every law enforcement encounter is to minimize injury to everyone involved, nothing in this policy requires an officer to sustain physical injury before applying reasonable force.

D. Facts not known to officers, at the time deadly force was used, no matter how compelling, cannot be considered in determining whether the involved officer acted in conformity with this policy.

E. DUTY TO INTERVENE: When there is a reasonable opportunity to do so, an officer has a duty to intervene to prevent or stop the use of unreasonable force by another officer in an effort to prevent excessive harm to an individual.

1. The action required by the intervening officer will depend on the circumstances of the incident and may include, but is not limited to:

    a. Verbal intervention; and/or

    b. Physical intervention, using only the amount of force necessary to prevent excessive harm to an individual.

2. The intervening officer shall immediately notify their supervisor.

F. NON-DEADLY FORCE

1. Where deadly force is not authorized, officers may only use force that is objectively reasonable to bring an incident under control; more force will be considered excessive force.

2. Officers are authorized to use department-approved, non-deadly force techniques and issued equipment when necessary to lawfully:

    a. Defend themself or others;

    b. Bring an unlawful situation safely and effectively under control;

    c. Overcome resistance or enforce compliance as quickly as possible in anticipation of and/or to prevent the escalation of resistance; or

    d. Prevent escape.

3. The preferred response to resistance and aggression is a trained technique. However, when a confrontation suddenly escalates, or when there is infliction or threatened infliction of serious physical harm, an officer may use any means or device at hand to defend themselves, as long as the force is reasonable given the existing circumstances. The use of an untrained response, although not normally authorized, may be objectively reasonable to end the threat and survive the encounter.

4. Techniques restricting the intake of oxygen (e.g., choke holds), for the purpose of gaining control of a suspect, are prohibited unless the use of deadly force would be considered reasonable.

5. Officers are not permitted to use physical force to prevent an individual from swallowing a substance that is already in their mouth or to retrieve a substance from an individual's mouth. If an individual is suspected of swallowing and/or concealing a harmful substance or evidence in their mouth, officers shall request medical

services as soon as possible to transport the individual to the hospital and shall notify their supervisor. If an arrest is being made or evidence needs to be recovered, the officer will escort the detainee to the hospital.

Note: If an individual shows signs of choking or other medical emergency, officers can use trained first aid techniques until medical services arrive on scene.

6. De-escalation

    a. An officer shall use de-escalation techniques and other alternatives to higher levels of force consistent with their training whenever possible and appropriate before resorting to force and reducing the need for force.

    b. Whenever possible and when such delay will not compromise the safety of the officer or another and will not result in the destruction of evidence, escape of a suspect, or commission of a crime, an officer shall allow an individual time and opportunity to submit to verbal commands before force is used.

G. DEADLY FORCE

1. An officer may use deadly force only when they reasonably believe that the action is in defense of human life, including the officer's own life, or in defense of any person in imminent danger of serious physical injury. This may be done by means of:

    a. Firearms;

    b. Intermediate weapons applied as deadly force; and/or

    c. Any other means available to the officer to stop the threat with due regard for the safety of innocent bystanders.

2. The use of deadly force against a fleeing suspect must meet the conditions required in the aforementioned statements of policy, and:

    a. An officer may use deadly force only when necessary to affect the capture or prevent the escape of a suspect if the officer reasonably believes the suspect poses a significant threat of death or serious physical injury to the officer or others.

    b. The objectively reasonable threat posed by the suspect's avoidance of capture or successful escape should outweigh the inherent danger posed by the use of deadly force.

3. Officers are generally prohibited from discharging their firearms at a moving vehicle, except in the presence of actions that create imminent danger of death or serious physical injury to the officer or another person. Discharging a firearm at a moving vehicle under these circumstances should be an action of last resort, and:

    a. Officers shall not knowingly place themselves in a position where they would be in jeopardy of being struck by a suspect vehicle or otherwise injured, or knowingly stand and/or step into the path of a vehicle, creating circumstances where the use of deadly force may be necessary;

    b. There should be no expectation that discharging a firearm at a moving vehicle will stop the movement of that vehicle;

    c. Officers should be acutely aware that the continued, uncontrolled movement of the vehicle could add to the threat of imminent danger of death or serious physical injury to the officer or other persons.

4. If possible, a verbal warning should be given before an officer utilizes deadly force against a suspect.

5. No person, regardless of the offense, will be presumed to pose an imminent danger to life in the absence of actions that would lead an ordinary and prudent person to believe such is the case, such as a previously demonstrated threat to, or wanton disregard for, human life.

6. Deadly force against a fleeing suspect who is both non-dangerous and unarmed is strictly forbidden.

7. Any discharge of a firearm by an officer other than for training or off-duty recreational purposes will be reported to a field supervisor immediately. The supervisor will respond to the scene and initiate an investigation, including after-action reporting and post-deadly force procedures, as required by policy.

8. Officers should not discharge their firearm when the officer reasonably believes an innocent person may suffer serious injury by such discharge unless failure to use deadly force would likely present more danger to innocent persons than the use of deadly force.

9. Warning shots will not be fired.

10. For maximum incapacitation and minimum danger to innocent bystanders, officers should aim at “center body mass”. However, it is understood that there may be

extenuating circumstances in which this is not practical (e.g., hostage situation, body armor worn by suspect, etc.).

11. Except for general maintenance, at the direction of a supervisor or for authorized training, officers will not draw or exhibit their firearm unless the officer reasonably believes it may be necessary to use deadly force.

12. Officers will not use their firearm as a battering or bludgeoning instrument, or in any other manner inconsistent with the intended design and manufacture of the firearm, except as an action of last resort in defense of the officer or another person in circumstances involving imminent danger of death or serious physical injury.

13. Nothing in this directive will be construed as preventing an officer from using their firearm to lawfully direct a person's movements in potential defense of human life.

H. MEDICAL AID: Officers applying force through lethal or less lethal weapons will ensure that appropriate, timely medical assistance is provided to any injured person. The assistance obtained will be appropriate to the severity of the injury and the type of force or weapon used.

I. REPORTING

1. Officers must always be prepared to justify their actions and establish that those actions were objectively reasonable under the circumstances.

2. ANY use of force will be documented in the appropriate reports (e.g., arrest or case report);

3. A supervisor will be notified and respond if a suspect complains of pain that could require more than simple first aid and is alleged to have been caused by an officer. The responding supervisor shall ensure that the suspect receives the appropriate medical attention. If the suspect is examined by medical personnel and it is determined they need no further treatment, the incident should be documented in the arrest and/or case report, including the names of medical personnel and the supervisor who responded. No further documentation will be needed;

4. A supervisor will be NOTIFIED IMMEDIATELY and will initiate an investigation (including after-action reports and/or post-deadly force procedures as required by policy) when the use of force results in death or injury that requires more than simple first aid.

    a. Supervisor will be notified immediately when OC has been used. If no injury has resulted from the use, the Supervisor will ensure the OC SPRAY REPORT

FORM is completed, and the information is documented in the arrest report. If an injury has occurred from the use of OC that requires more than simple first aid, the supervisor will investigate and complete an After-Action Report.

b. The execution of any baton technique, including striking techniques that do not result in injury, which requires medical attention more than simple first aid, will not require an After-Action Report.

c. Separate reporting procedures are set out in other written directives after the usage of an ECD on a suspect.

5. REVIEW AND ANALYSIS

a. Each use of force report will be submitted to the appropriate chain of command for an administrative review. Each reviewer shall verify the report (as well as available evidence, including video) for accuracy, completeness, and proper application of policy.

b. Internal Affairs will conduct an annual analysis of these reports and forward any recommendations to the Chief of Police. The annual analysis should identify:

1. Date and time of incidents;

2. Types of encounters resulting in the use of force;

3. Trends or patterns related to the race, age, and gender of suspects involved;

4. Trends or patterns resulting in injury to any person, including employees; and

5. Impact of findings on policies, practices, equipment, and training.

J. POST DEADLY FORCE PROCEDURES: The use of deadly force by an officer that results in the injury or death of another person will necessitate the following procedures being implemented.

1. This use of deadly force includes:

a. Any discharge of a firearm other than for training, off-duty recreational purposes, or destruction of an injured animal as provided in this and other directives;

b. Use of an intermediate weapon applied as deadly force; or

c. Any serious physical injury or death caused by an action taken by an officer (e.g., death resulting from an accident during a pursuit).

2. OFFICER INVOLVED

   a. Handcuff or otherwise secure the suspect and any weapons that may be in the vicinity of the suspect, making sure the threat has been terminated. If it is safe to do so, the preferred method is to leave the suspect's weapon untouched;

   b. Notify Communications and give out any BOLOs and/or pertinent information;

   c. Notify supervisor immediately;

   d. Administer first aid and/or summon medical assistance, as necessary;

   e. Secure the scene and witnesses until the arrival of another unit;

   f. When the deadly force used is a firearm and when it is safe to do so, the officer(s) will render the weapon safe and holster any handgun involved and/or secure long guns in the prescribed manner, where they will remain until retrieved by a member of the State Bureau of Investigations (SBI), Crime Scene, or Internal Affairs;

   g. Officer(s) will not make any statements to anyone other than the State Bureau of Investigations (SBI), Internal Affairs, or Chief of Police.

      1. This does not prevent the employee from issuing a BOLO or informing other units and the supervisor of the status of the call. The first responding supervisor should be provided with sufficient information allowing them to secure the scene and ensure the safety of all persons involved. Example: "There is one suspect shot and lying in the back of the store; the second suspect fled north through the parking lot; the second suspect is described as..."

      2. Nothing in this directive will infringe upon the officer(s) constitutional or legal rights.

3. BACKUP UNITS

   a. Upon the arrival of backup officers, the responsibility for scene, suspect, and witness security will be removed from the officer(s) involved in the incident;

b. If the suspect is transported to the hospital, an officer will follow the ambulance to the hospital and remain with the suspect until released by the State Bureau of Investigations (SBI) and/or Internal Affairs; and/or

c. Back-up units will ensure the witnesses and/or suspects are separated until they can be interviewed.

4. FIRST SUPERVISOR ON SCENE

a. Ensure that the safety and security of the officers and citizens have been adequately addressed and medical assistance provided where needed;

b. Determine if there are enough officers to secure the scene, suspects, and witnesses;

c. Assign an officer to begin a log of all persons who are present at, or who have entered or exited, the crime scene;

d. The supervisor will ensure that no unauthorized personnel are allowed to interview the officer(s);

e. Have the officer(s) involved escorted from the scene by a supervisor and taken to a secure setting where the officer(s) will give only a brief public safety statement to the investigative team. The purpose of this statement is only to obtain the information necessary to properly process and secure the scene.

f. Have the State Bureau of Investigations (SBI) and Internal Affairs respond to the scene;

g. Ensure the Shift Commander is notified;

h. If the officer can, they should notify their family promptly and inform them that they are safe;

i. If the officer is transported to the hospital, ensure another officer accompanies and remains with them until relieved; and

j. Any use of deadly force that results in physical injury or death (e.g., shooting or traffic accident) will require the officer(s) to undergo drug and alcohol testing. This should be done with careful consideration for the officer and the traumatic event they have just experienced.

5. SHIFT COMMANDER

a. Shall respond to the scene;

b. Shall notify the Public Information Officer (PIO);

c. Shall notify the appropriate command staff; and

d. Shall establish a media staging area and handle the media until the arrival of the PIO.

6. IF THE OFFICER INVOLVED IS CRITICALLY OR MORTALLY WOUNDED

   a. If the officer(s) involved are wounded and transported to the hospital, a supervisor, or the first officer on the scene, will make safe and secure the officer's weapon until retrieved by the State Bureau of Investigations (SBI) or Crime Scene;

   b. If the officer is mortally wounded, the officer's weapon should be guarded and left untouched if it can be done so safely, until the State Bureau of Investigations (SBI) or Crime Scene responds and processes the scene; and

   c. If the officer is mortally wounded or unable to call, a supervisor and another officer (friend of the family, if possible) should respond to advise the family and provide transportation to the hospital. It is recommended that the supervisor make the notification, and the family friend be there for support. The supervisor should ensure an officer is assigned to the family for security, support, control of the press and visitors, establishment of communications, and related matters.

7. INVESTIGATIVE TEAM: The investigative team will include personnel from the State Bureau of Investigations (SBI) and Internal Affairs. Internal Affairs will conduct an administrative investigation, and the State Bureau of Investigations (SBI) will lead the criminal investigation.

   a. The investigative team will assume control of the scene and the investigation upon arrival;

   b. The total responsibility of the investigation will rest on the investigative team;

   c. No weapon shall be taken from the officer(s) involved at the scene. A member of the Crime Scene Unit or the Investigative team will collect the weapon(s) at the precinct or other appropriate police facility. Another handgun will be provided by Internal Affairs, and the officer must qualify with the replacement weapon within 72 hours of issuance or prior to returning to full duty;

d. The officer(s) will give only a brief public safety statement to the investigative team during the interview immediately following the incident. The purpose of this statement is only to obtain the information necessary to properly process and secure the scene.

e. In accordance with the International Association of Chiefs of Police (IACP) best practices guide, the officer(s) shall have a minimum of two sleep cycles prior to being interviewed by the State Bureau of Investigations (SBI) or Internal Affairs (IA).

f. After the officer(s) has had a minimum of two sleep cycles, they will:

1. Be given the opportunity to participate in the investigation with the SBI;

2. Be given the opportunity to make a statement to the SBI investigators, but will not be compelled to do so; and

3. Provide a statement to Internal Affairs.

8. PUBLIC INFORMATION OFFICER (PIO): The Public Information Officer or their designee shall be responsible for the release of public information upon approval of the Chief of Police. When appropriate, the PIO will coordinate the release of information with the appropriate County District Attorney's Office, including the timing of releasing the identities of involved individuals to maximize due process.

9. PROSECUTOR'S OFFICE: The District Attorney of each county serves as the head prosecutor for each county. Since the City of Huntsville exists in multiple counties, the State Bureau of Investigations (SBI) Unit will work in coordination with the appropriate county's District Attorney's office regarding any possible criminal aspect of the investigation.

   Each District Attorney's office determines criminal prosecution according to its own guidelines.

K. PSYCHOLOGICAL FITNESS

1. After the investigative team has completed their brief preliminary interview with the officer(s), they will ensure that the officer(s) has been provided with the Critical Incident Stress Information Sheet;

2. Any Officer involved in a police action which results in the use of deadly force, Internal Affairs will ensure that the Employee Assistance Program is utilized before the Officer is permitted to return to duty;

3. A member of the Employee Assistance Program will notify Internal Affairs as to the readiness of the Officer prior to their return to duty;

4. All supervisors will receive training in the signs of post-traumatic stress disorder, and will be responsible for initiating a request for an Officer to utilize the Employee Assistance Program;

5. The officer(s) immediate supervisor will be responsible for monitoring him/her for any signs of stress related to the incident. If the supervisor has reason to believe that stress may be disrupting the officer's job performance and/or well-being, they will document those reasons. The supervisor will then speak with the officer and document the meeting. If the supervisor continues to believe a problem exists, then they will advise their chain of command and refer the officer to the Employee Assistance Program (EAP) as per the City Policy and Procedures Manual;

6. Additional counseling will be made available by the department through the utilization of the EAP;

7. Any Officer who has reason to believe that stress may be disrupting a fellow officer's job performance and/or well-being shall immediately notify the officer's supervisor; and

8. Job-related stress may originate from a multitude of different types of events. An event that is considered stressful for one officer may not be for another, and vice versa. It is therefore extremely important that supervisors are aware of potentially stressful events and ensure that any officer involved in such an event receives a Critical Incident Stress Information Sheet. This sheet will provide officers with the contact information for a licensed professional in the Employee Assistance Program.

L. REMOVAL FROM LINE DUTY

1. Any employee whose actions or use of force result in a death or serious physical injury will be offered administrative leave for up to three days or more if necessary. All administrative leave must be approved by the Chief of Police; or

2. The employee may return to work in an administrative duty status if they do not take administrative leave. The first scheduled working day following the incident, the officer(s) will report to the Precinct or Division Commander at a pre-designated time to receive the administrative assignment and/or instructions. During this time, the

officer will complete any obligations related to the incident (such as additional interviews, weapons qualifications, critical incident counseling, etc.).

3. The officer will not return to line-duty status without written approval by the Chief of Police or the Chief's designee.

8. KILLING AN ANIMAL: Killing an animal is justified when it is necessary for self-defense, such as to prevent significant harm to an officer or another person, or when the animal is severely injured and suffering, and humane relief is needed.

   A. When vicious animals are destroyed for self-defense or the defense and safety of others, a supervisor will respond and require the involved officer(s) to undergo drug and alcohol testing.

      1. The supervisor will notify the on-call Internal Affairs Investigator, who will respond to conduct an Administrative Investigation.

      2. If a criminal case is completed, it will be forwarded to the appropriate investigative unit.

   B. A seriously wounded or injured animal may be destroyed only after attempts have been made to seek assistance from Animal Control and/or the owner, and only with the approval of a supervisor. This type of incident will be documented in a Miscellaneous Service Report.

9. USE OF FORCE: POLICE CANINES

   A. Police patrol dogs may be used in the following situations:

      1. To defend the handler, other officers, or third parties from assaults that could lead to serious physical injury;

      2. To assist in the apprehension of individuals whom the handler has probable cause to believe have committed a serious offense; and/or

      3. In circumstances where the use of a patrol dog could prevent the escalation of force needed to apprehend a suspect who is fleeing, escaping, or trying to hide from the police.

   B. Police canines will be trained according to the United States Police Canine Association (USPCA) guidelines and will be used only to apply the degree of force necessary to achieve lawful objectives.

C. Specific operational guidelines are addressed in Written Directive 401.1, Use of Police Canines.

10. TRAINING

A. All officers shall receive training, at least annually, on this agency's use of force policy and related legal updates.

B. Agency personnel responsible for managing use-of-force incidents and other police actions that result in death or serious bodily injury will receive process training annually in order to manage such incidents.

C. Awareness training will be provided annually for all personnel potentially impacted by use-of-force incidents and other police actions that result in death or serious bodily injury.

D. In addition, training shall be provided on a periodic basis and designed to:

1. Develop and enhance techniques for de-escalation and reinforce the importance of de-escalation;

2. Develop and enhance officers' mental and physical abilities under stress using simulated live-fire training scenarios; and

3. Develop and enhance officers' discretion and judgment in using less lethal and deadly force.

E. All use-of-force training shall be documented.