

Officer-Involved Shootings and Deaths

305.1 PURPOSE AND SCOPE

The purpose of this policy is to establish policy and procedures for the investigation of an incident in which a person is injured or dies as the result of an officer's action.

In other incidents not covered by this policy, the Chief of Police may decide that the investigation will follow the process provided in this policy.

305.2 POLICY

The policy of the Santa Clara Police Department is to ensure that officer-involved Incidents and deaths are investigated in a thorough, fair and impartial manner. Investigations of Officer-Involved Incidents will be conducted to develop all available relevant information about the incident. They will be performed in a manner that provides for a thorough and credible investigation that is free from conflicts-of-interest.

Such investigations are designated "Incident Investigations", the goals of which are to determine:

- (a) The identity of the person(s) responsible;
- (b) The existence or non-existence of conduct constituting a criminal act; and
- (c) If it is determined that a criminal act has been committed, then the following are to be determined:
 1. Any legal or factual defenses to the crime;
 2. The existence of any factors which might mitigate or aggravate punishment for the criminal conduct.

The investigations shall be performed in a manner consistent with the rules of evidence in a criminal proceeding. Any administrative or civil investigation shall be separate and distinctly different from the Incident Investigation. The investigation of each Incident will commence as promptly as practicable after the occurrence.

305.2.1 DEFINITIONS

For the purpose of these guidelines the following definitions are offered:

- (a) An "Officer-Involved Incident" is any incident in which a peace officer acting under color of authority, is directly involved in the following:
 1. Any discharge of a firearm by an Officer which proximately causes the death of or injury to another.
 2. An intentional use of any other deadly or dangerous weapon by an Officer which proximately causes the death of, or injury likely to produce death to another.
 3. An intentional act on the part of an Officer which proximately causes the death of, or injury likely to produce death to another.

Officer-Involved Shootings and Deaths

4. Any death of person while in custody, or under Officer's control. Excluded from mandatory protocol investigations are post-booking deaths of prisoners, which occur in jails, hospitals or other facilities, while the prisoner is under the custody and care of a Law Enforcement Agency's (LEA) medical care provider for diagnosed diseases or conditions which have been known and monitored and/or treated by the LEA's medical care provider prior to death, but only when the deaths were medically expected and when custodial suicide, trauma, accident, or use of intoxicants was not involved.
- (b) Peace Officer is defined as Local law enforcement officers defined by Penal Code, § 830.1 et seq. e.g., Municipal Police, Sheriff, D.A. Investigators, and Reserve Officers and Reserve Deputies defined by Penal Code §830.6.
- (c) Primary Agency is defined as the agency, or agencies, with geographic jurisdiction over the incident.
- (d) Employing Agency is defined as the agency which employs the Involved Officer.
- (e) Officer-Involved is defined as:
 1. The Officer whose act may be a "proximate cause" of the injury to another person; or the Officer who may intend that his/her act is a "proximate cause" of the injury to another person.
- (f) Proximate Cause is a natural and continuous sequence, produces the injury, and without which the injury would not have occurred.
- (g) Incident Investigator is an investigator assigned to the Incident Investigative Team
- (h) Incident Investigative Team Incident Investigators assigned by the Primary Agency(cies) and the District Attorney's Office to conduct the Incident Investigation. Persons from an outside agency may also be part of the Incident Investigative Team upon mutual agreement of the Primary Agency and the District Attorney's Office and upon concurrence from the Case Management Team.
- (i) Case Management team is responsible for managing the Officer Involved Incident and for the supervision of the investigators assigned to the Incident Investigative Team.

305.3 INVESTIGATIVE RESPONSIBILITY

The responsibility for conducting the Incident Investigation rests with the Incident Investigative Team. The Primary Agency has responsibility for the preservation and security of the scene(s), collection of evidence at the scene(s) and from the Involved Officer(s), including their equipment and/or vehicles, when appropriate.

- (a) Initial officers at the scene will make all reasonable efforts to preserve and secure the scene, pending the arrival of the Incident Investigators.
- (b) The Incident Investigative Team usually will conduct the investigation. However, they may seek investigative assistance from other agencies or by those agencies otherwise noted in this protocol.

Santa Clara Police Department

SCPD Policy Manual

Officer-Involved Shootings and Deaths

- (c) If investigative assistance is obtained from another agency, the Incident Investigative Team may maintain control of the investigation itself, or it may relinquish the primary responsibility for the investigation to the agency from which it obtained the assistance.
- (d) The District Attorney Crime Lab or the crime scene unit of another jurisdiction may be called upon for assistance at the discretion of the Incident Investigative Team.
- (e) In Incidents where a vehicular collision or other vehicular movement is involved, another agency may be called upon for investigatory assistance in that phase of the Incident Investigation.

Until agreement regarding investigative responsibility is reached among the various Involved Agencies in a specific case, immediate investigative responsibility is determined in this order:

- (a) Incident Investigative Team.
- (b) The agency whose on-duty employee, acting apparently for a law enforcement purpose, was an Involved Officer.
- (c) The agency within whose jurisdiction the decedent's body was first discovered after infliction of the injury.

If an on-duty officer is involved in an Incident within the geographical jurisdiction of another agency, but was acting in the performance of his/her duties in connection with a criminal matter originating in his/her own jurisdiction, the Primary Agency may defer its investigative authority to the officer's own agency, which will then investigate the Incident as part of the Incident Investigative Team.

305.4 ROLE OF THE DISTRICT ATTORNEY

During an Incident Investigation, the District Attorney Office will:

1. Participate in the management of the incident along with assigned command from the Police Department.
2. Assist and advise the Incident Investigative Team on the various legal issues that may arise, including search and seizure, Miranda, identification procedures, arrests, elements of crimes, immunity, and voluntariness.
3. Assist in the writing of search warrants and arrest warrants.
4. Monitor the Incident investigation.
5. Ultimately determine if criminal liability exists.

305.5 INVESTIGATION PROCESS

A Command staff member from the Police Department and the District Attorney's Office Bureau of Investigation, along with the assigned Deputy District Attorney, shall comprise the membership of the "Case Management Team (CMT)" for an Officer-Involved Incident as defined in the Santa Clara County Officer Involved Incident protocol. Their function in this regard is to co-manage the incident and to ensure the following:

Santa Clara Police Department

SCPD Policy Manual

Officer-Involved Shootings and Deaths

1. The provisions of the Santa Clara County Officer Involved Incident protocol are followed
2. The CMT members are co-equal in their authority
3. The CMT works together to manage the criminal investigation to ensure the best investigative outcome

In the event the Primary Agency or the District Attorney's Office defers their responsibilities to another law enforcement agency (e.g. the 'Employing Agency'), the outside agency command staff member shall also replace the respective member on the Case Management Team.

Generally, the officials assigned to the Case Management Team should hold the approximate rank of lieutenant, or if holding lesser rank, should be given lieutenant-level authority by their agencies for their participation on this Team.

These individuals should be experienced and knowledgeable in Officer-Involved Incident investigations; should have supervisory authority over investigators from their respective agencies; and should have sufficient knowledge and authority to make a variety of decisions pertaining to Officer-Involved Incidents.

Officials assigned to the Case Management Team work together as a team and the members are co-equal. While their primary function is to work with each other to manage and coordinate the Criminal Investigation, occasionally one or more members may need to perform some Criminal Investigative functions.

Should a conflict occur amongst members of the Case Management Team that cannot be resolved and such conflict would have a material and adverse effect on the investigative outcome of the Officer-Involved Incident, the primary agency's Chief or Sheriff, or designee, shall be consulted along with the District Attorney or his/her designee.

305.6 NOTIFICATIONS

Upon identifying an occurrence as being an "Officer-Involved Incident", the initial officer at the scene shall immediately notify the field supervisor and request his/her presence. The field supervisor or initial officer assigned to the scene will request Communications to notify the Watch Commander.

The Watch Commander will be responsible to notify:

1. Chief of Police - The Chief of Police and Assistant Chief of Police will be notified immediately.
2. Division Commander - The Division Commander of the officer involved in the incident will be notified immediately.
3. Internal Affairs - If an IA investigator is not available, then a non-involved off-duty Operations Division Lieutenant should be called in. The role of this person is to be available to obtain an officer's statement administratively should the officer decline to give a statement to the Traffic or criminal investigators.

Santa Clara Police Department

SCPD Policy Manual

Officer-Involved Shootings and Deaths

4. Lab Technician - For purposes of obtaining a chemical sample from the involved officer(s) in a timely manner, but in no case more than six (6) hours after the incident if the officer is an employee of the City of Santa Clara.
5. The “on-call” investigator
6. The Investigations Lieutenant – The Lieutenant will be responsible for notifying:
 - (a) The crime scene investigator
 - (b) The Investigations Division Captain
 - (c) The District Attorney’s Chief Investigator or designee (via County Communications)
 - (d) On-Call Homicide Deputy District Attorney (via County Communications)
7. Vehicle Collision - The Traffic supervisor, when the vehicle collision is the suspected primary cause of the death or injury. The Traffic supervisor will be responsible for notifying:
 - (a) The Traffic Unit Commander.
 - (b) The Field Operations Division Captain
 - (c) The District Attorney’s Chief Investigator or designee (via County Communications)
 - (d) On-Call Homicide Deputy District Attorney (via County Communications)

305.7 ADMINISTRATIVE INVESTIGATION

In addition to all other investigations associated with an officer-involved shooting or death, this department will conduct an internal administrative investigation of SCPD officers to determine conformance with department policy. The investigation will be conducted under the supervision of the Professional Standards Unit and will be considered a confidential officer personnel file.

Interviews of members shall be subject to department policies and applicable laws (see the Personnel Complaints Policy).

- (a) Any officer involved in a shooting or death may be requested or administratively compelled to provide a blood sample for alcohol/drug screening. Absent consent from the officer, such compelled samples and the results of any such testing shall not be disclosed to any criminal investigative agency.
- (b) If any officer has voluntarily elected to provide a statement to criminal investigators, the assigned administrative investigator should review that statement before proceeding with any further interview of that involved officer.
 1. If a further interview of the officer is deemed necessary to determine policy compliance, care should be taken to limit the inquiry to new areas with minimal, if any, duplication of questions addressed in the voluntary statement. The involved officer shall be provided with a copy of his/her prior statement before proceeding with any subsequent interviews.

Officer-Involved Shootings and Deaths

- (c) In the event that an involved officer has elected to not provide criminal investigators with a voluntary statement, the assigned administrative investigator shall conduct an administrative interview to determine all relevant information.
 - 1. Although this interview should not be unreasonably delayed, care should be taken to ensure that the officer's physical and psychological needs have been addressed before commencing the interview.
 - 2. If requested, the officer shall have the opportunity to select an uninvolved representative to be present during the interview. However, in order to maintain the integrity of each individual officer's statement, involved officers shall not consult or meet with a representative or attorney collectively or in groups prior to being interviewed (Government Code § 3303(i)).
 - 3. Administrative interviews should be recorded by the investigator. The officer may also record the interview (Government Code § 3303(g)).
 - 4. The officer shall be informed of the nature of the investigation. If an officer refuses to answer questions, he/she should be given his/her *Lybarger* or *Garrity* rights and ordered to provide full and truthful answers to all questions. The officer shall be informed that the interview will be for administrative purposes only and that the statement cannot be used criminally.
 - 5. The Professional Standards Unit shall compile all relevant information and reports necessary for the Department to determine compliance with applicable policies.
 - 6. Regardless of whether the use of force is an issue in the case, the completed administrative investigation shall be submitted to the Use of Force Review Board, which will restrict its findings as to whether there was compliance with the Use of Force Policy.
 - 7. Any other indications of potential policy violations shall be determined in accordance with standard disciplinary procedures.

305.8 INCIDENT INVESTIGATION VS. ADMINISTRATIVE/CIVIL INVESTIGATION

This policy is intended as a guideline for Incident Investigations (as defined on page 1) of Officer-Involved Incidents. This policy is not intended to address issues concerning the administrative or civil investigation of the incident.

- 1. The administrative or civil investigation is the function of the Police Department employing and will include administrative and non-criminal matters that are not within the scope of the Incident Investigation.
- 2. At the onset of the investigation of an incident, there must be an immediate and clearly defined distinction between the Incident Investigation and the administrative and civil Investigation.
- 3. If the Police Department has an interest in the outcome of the Incident Investigation, the Police Department may utilize the results of that investigation for its own non-criminal purposes (e.g., determination of possible violations of departmental

Officer-Involved Shootings and Deaths

Regulation, establishing suitability for duty, training for use in civil suits or administrative claims brought by or against the agency).

305.9 AUDIO AND VIDEO RECORDINGS

Interviews with officer employees should be conducted by the investigator(s) from the Incident Investigative Team. The Incident Investigative Team will determine who will participate in the interview of any Involved Officer(s) or witnesses and where the interview(s) will take place.

1. Prior to the interview of an Involved Officer, investigators from the Incident Investigative Team should review all available audio/video recordings from police vehicle in-car cameras, personal body-worn cameras by responding officers and/or an Involved Officer, independent third parties, and independent sources.
2. Interviews of an Involved Officer and witnesses to an Incident should be audio recorded.
3. Whenever practical, interviews may be video recorded, only with the consent of the involved officer, upon consultation with their attorney.
4. The assigned Deputy District Attorney and a Police Department representative, if not physically present during the interview, will be permitted to monitor the interview or have immediate access to any recording made of the interview.

The initial interview of an Involved Officer should occur before the officer has reviewed any audio/video recordings of the incident. An Involved Officer will have an opportunity to review recordings after the initial statement has been taken. Investigators should be mindful that audio/video recordings have limitations and may depict events differently than the events recalled by an Involved Officer. If the investigator shows any audio/video recordings to an Involved Officer after the initial interview, the investigator has the discretion to admonish an Involved Officer about the limitations of audio/visual recordings.

The following is an example of an admonishment that would be appropriate in a case involving video evidence:

In this case, there is video evidence that you will have an opportunity to view after you have given your initial statement. Video evidence has limitations and may depict the events differently than you recall, and may not depict all of the events as seen or heard by you. Video has a limited field of view and may not capture events normally seen by the human eye. The “frame rate” of video may limit the camera’s ability to capture movements normally seen by the human eye. Lighting as seen on the video may be different than what is seen by the human eye. Videos are a two-dimensional medium and may not capture depth, distance or positional orientation as well as the human eye. Remember, the video evidence is intended to assist your memory and ensure that your initial statement explains your state of mind at the time of the incident.

Investigators may ask an Involved Officer to view the incident scene during a “walkthrough.” The investigator will determine the timing of the “walk-through,” however, it should not occur prior to the initial statement of an Involved Officer. Only one Involved Officer at a time will be permitted to do a “walk-through” of the scene.

Santa Clara Police Department

SCPD Policy Manual

Officer-Involved Shootings and Deaths

If, prior to or during the interview, it is deemed that an Involved Officer may be charged with a criminal offense, and the interview becomes custodial, the Involved Officer shall be immediately informed of his/her constitutional rights pursuant to the Miranda decision.

To ensure the voluntariness of an interview with an Involved Officer, that has not reached the level of a custodial interrogation, the investigator may wish to advise him/her as follows:

1. The Involved Officer is not in custody and is free to leave the interview.
2. The Involved Officer is not obligated to answer incriminating questions, and answers that are given may be used against him/her in court.

The Involved Officer may consult with a representative prior to being questioned by the Incident Investigators. Some or all of these considerations may be applicable:

1. The consultation should not be allowed to materially impede the investigation.
2. The representative should be permitted to consult with only one Involved Officer at a time.
3. To ensure the integrity of each interview, it is important that statements about the incident not be relayed through such representatives; rather, the Involved Officer and other officer witnesses should answer the questions directly even if they need to consult with their representative prior to answering.

305.10 INTOXICANT TESTING

If the officer involved is a Santa Clara officer, the Watch Commander will obtain a chemical sample as soon as appropriate, but no later than six (6) hours after the incident whenever any of the following occur:

1. Any incident where a firearm is discharged and the employee is acting under the color of authority (except the intentional shooting of an animal).
2. Any incident involving an employee's direct application of physical force personally upon another which results in death or serious bodily injury and the employee is acting under color of authority.
3. Any traffic accident involving an employee operating a City-owned vehicle, which results in the death of another or any traffic accident involving an employee operating a City-owned vehicle which results in serious bodily injury to another, and the employee appears to be the proximate cause of the accident.

A verbal order to submit to a chemical test(s) shall set forth the reason for the test(s) and shall be followed, at the time the test is administered, by a written statement of the order.

If the officer involved is not employed by the City of Santa Clara and the Incident Investigator determines that sobriety is relevant to the Incident Investigation, they shall proceed as they would with any civilian person in a similar situation. Their options are:

1. Obtain the sample(s) with the police agency employee's valid consent.

Officer-Involved Shootings and Deaths

2. Obtain the sample(s) by ordering the employee to provide such sample(s) based upon the employer-employee relationship.

If the Employing Agency asks for a physiological fluid sample for administrative purposes after the Incident Investigators have either been unable to obtain a sample or have decided against obtaining one, the Employing Agency will be accommodated as much as possible. The Employing Agency's efforts to obtain a sample should not interfere with the Incident Investigation.

A police agency employee may volunteer to provide a physiological fluid sample for intoxicant testing even if the Incident Investigators and Employing Agency haven't ordered one. Similarly, a person from whom the Incident Investigators or the Employing Agency has taken a sample may wish to have a second sample taken for independent testing. Such requests should normally be accommodated, with the understanding that the police agency employee will bear any expense for sample collecting and testing.

305.11 AUTOPSY

In the interest of independent review and per Government Code section 27522 (f) (2), the Medical Examiner's Office does not allow law enforcement investigators or crime-scene investigators from the agency directly involved in the death of an individual to be present in the autopsy suite during Officer-Involved Incident post-mortem examinations. The assigned Medical Examiner will brief the incident investigator(s) after the post-mortem examination occurs and/or may allow investigators from a non-involved law enforcement agency to be present during the post-mortem examination. Irrespective of who is present during said examination, the following should occur:

1. The Medical Examiner has the responsibility for the collection and documentation of physical evidence discovered during the autopsy.
2. The Incident Investigative Team should coordinate with the Medical Examiner any external examination and/or forensic testing of physical evidence discovered during the autopsy to ensure the chain-of-custody is preserved.
3. The Incident Investigative Team should coordinate with the Medical Examiner to ensure any evidence maintained by the Medical Examiner's Office is properly handled, secured and packaged.

A member from the Incident Investigative Team should provide the Medical Examiner a full and complete briefing prior to the post-mortem examination. The briefing should include all relevant information available at that time which may tend to aid in determining cause, manner and means of the decedent's death.

In addition to said briefing and in order to comply with Government Code section 27522(g), within 30 days of an Officer Involved Incident, the Medical Examiner's Office will be provided with the following items by the Case Management Team for the Officer Involved Incident, if they exist:

- (a) 911 recordings.
- (b) Photos of the scene of the incident.
- (c) Body Worn Camera or dashboard camera video that shows the incident.

Santa Clara Police Department

SCPD Policy Manual

Officer-Involved Shootings and Deaths

- (d) Recordings of interviews with the involved officer or officers.
- (e) Other video (surveillance, civilian phone video, etc.) that shows the incident

There may be occasions where the specific facts of the case may require additional items to be produced, and in such instances, the Medical Examiner's Office will confer with the incident's Case Management Team to determine those items.

There may be occasions where the nature of the incident will necessitate viewing of body worn camera video or other items sooner than 30 days where such items are crucial to determining the cause and manner of death, and in such instances, the Medical Examiner's Office will confer with the incident Case Management Team to determine an accelerated delivery of these items.

305.12 NEWS MEDIA RELATIONS

A representative of the Incident Investigative Team is in the best position to comment about the facts of the case and the progress of the investigation. When multiple agencies are involved or have knowledge of an Incident, the following information release guidelines should be followed:

1. The PIO or designee will be the individual to be the sole contact with the news media to manage the release of information and to minimize interruptions to the Incident Investigative Team. If this is not feasible, a particular job assignment (e.g., Watch Commander) should be designated.
2. Any release of information to the news media should be reviewed by the Case Management Team prior to such release.
3. If the Incident Investigative Team or the Case Management Team determine that the release of a specific piece of information would materially jeopardize the investigation, they shall notify those agencies possessing that knowledge of the hazards of releasing it.
4. Agencies and individuals that are not well informed and intimately involved with the investigation's results and progress should not make statements to the press. As in all other instances, care must be taken to insure that intentionally misleading, erroneous or false statements are not made.
5. The interest of the public's right to know what occurred must be balanced with the requirements of the investigation and with the right of the accused to receive a fair trial.

Other agencies may also be contacted by the news media for information about the Incident, including:

The Employing Agency

1. If the Employing Agency is not also the Primary Agency, it should coordinate any information release with the Case Management Team and limit its comments to the following areas:
 - (a) The employer-employee relationship, however, the names of the Involved Officer(s) will not be released until 24 hours after the incident to allow time for appropriate notifications to be made.

Santa Clara Police Department

SCPD Policy Manual

Officer-Involved Shootings and Deaths

Information which has been cleared for release by the Case Management Team.

The District Attorney

1. The District Attorney will not disseminate any of the following information while the case is under investigation or review:
 - (a) That an uncharged individual is “under investigation.”
 - (b) An Involved Officer’s statement, confession or refusal to give a statement.
 - (c) The subject of any gag order.
 - (d) The prior criminal history of any Involved party, unless it is part of the criminal pleading or crime under investigation.
 - (e) The result of any examinations.
 - (f) The pendency of a search warrant.
 - (g) Any statement that has a substantial likelihood of materially prejudicing an adjudicative proceeding in the matter.
2. In cases where a criminal complaint is filed, the judicial record, such as a probable cause declaration, or preliminary hearing is open to the public. Additionally, the District Attorney may disseminate the following:
 3. Name of defendant
 4. Area of residence
 5. Occupation
 6. Physical description
 7. Age.
 8. Sex
 9. Time, date and location of arrest
 10. Factual circumstances of the crime
 11. Amount of bail
 12. Location held
 13. All charges including warrants
 14. Parole or probation holds
 15. Schedule and explanation of the judicial process
 16. Penalty range.

The Coroner's Office

Information obtained from the Incident Investigators or from the Involved Agencies will not be released by the Coroner's Office without prior clearance from those agencies. Release of information will generally be limited to the following:

Officer-Involved Shootings and Deaths

1. Autopsy findings, including the condition of the deceased, the cause of death, and toxicology test results, after the Involved agencies have received this information and, if applicable, only after receiving clearance to do so from the District Attorney's Office. The Coroner's Office will not release any information to the media where there is a pending criminal prosecution.

305.13 ACCESS TO REPORTS AND EVIDENCE

Material created or collected by the police department and the Incident Investigative Team investigators, as well as by any other assisting agencies, will be made available in a timely manner to those agencies which have a "need to know" and which are legally authorized to receive the information. The material may include:

1. Reports written and collected
2. Physical evidence obtained
3. Photographs and diagrams
4. Recordings

The agencies with an interest in the Officer-Involved Incident Investigation may include:

1. Investigating agencies
2. The employer of any Involved Officer
3. The District Attorney
4. The Crime Laboratory
5. The Coroner's Office

305.14 FINAL ACTION

The Officer-Involved Incident Investigation should be completed and all reports submitted to the Office of the District Attorney within 90 days of the Incident, absent unusual circumstances.

At the conclusion of the investigation, the Office of the District Attorney will review and analyze all the evidence to determine whether the officer acted lawfully.

The crime charging standards are the same for civilians and peace officers. The District Attorney's policy regarding crime charging is as follows:

"The prosecutor should charge only if the following four basic requirements are satisfied:

1. The prosecutor, based on a complete investigation and a thorough consideration of all pertinent facts readily available, is satisfied that the evidence proves that the accused is guilty of the crime to be charged;
2. There is legally sufficient, admissible evidence of a corpus delicti;
3. There is legally sufficient, admissible evidence of the accused's identity as the perpetrator of the crime charged; and

Officer-Involved Shootings and Deaths

4. The prosecutor has considered the probability of conviction by an objective fact finder and has determined that the admissible evidence is of such convincing force that it would warrant conviction of the crime charged by a reasonable and objective fact finder after hearing all the evidence available to the prosecutor at the time of charging and after considering the most plausible and reasonably foreseeable defenses.”

If no charges are filed, the District Attorney will issue a closing report summarizing the results of the investigation and analyzing the evidence. This report will address the question of whether or not there is proof beyond a reasonable doubt that an officer, deputy, or any other person committed a crime. It is not the purpose of the District Attorney's investigation or report to determine if any officer or deputy violated police policy or procedure, or committed any act that would be subject to civil sanctions. The District Attorney's Office will make every effort to issue a closing report containing its findings and conclusion within 90 days of the receipt of the completed investigative package. This report shall be sent to the Involved police agencies, the decedent's family and then released to the public.

305.15 TRAINING

All affected agencies are strongly encouraged to provide training to their members regarding these guidelines, including:

1. The responsibilities of the Incident Investigators and first responders to the scene of an Officer-Involved Incident.
2. The investigative process of an Officer-Involved Incident, including the specific process relative to the actual officer(s) involved.
3. The psychological effect which may be experienced by the Involved Officer and/or officers who were involved in the incident.