

## Rhode Island Black, Latino, Indigenous, Asian-American, and Pacific Islander (“RIBLIA”) Caucus

### Priorities for the Law Enforcement Officers’ Bill of Rights (“LEOBoR”)

PRIORITY	WHY?	WHAT?	HOW?
<b>PRIORITY #1:</b>  <b>ANNUAL PUBLIC REPORTING PROVISION</b>	Currently, there is no formal reporting mechanism for cases or outcomes of LEOBoR hearing panels, leading to difficulties in dispelling myths surrounding the types of cases heard by LEOBoR panels.	Proposal to establish an annual public reporting provision to address the lack of transparency regarding LEOBoR cases and outcomes.	Implementing a formal reporting mechanism that provides comprehensive data on LEOBoR cases, allowing for greater transparency and accountability.
<b>PRIORITY #2:</b>  <b>FULL REMOVAL OF THE GAG ORDER</b>	The existing gag order undermines public trust in police department leadership by silencing both departmental leadership and accused officers, often leading to perceptions of defending accused police officers by remaining silent.	Proposal to fully remove the gag order to enable both departmental leadership and accused officers to speak openly about allegations of misconduct.	Removing the gag order facilitates open communication about allegations, thereby enhancing transparency and accountability.
<b>PRIORITY #3:</b>  <b>SUMMARY SUSPENSIONS<sup>1</sup> UP TO 14 DAYS WITHOUT PAY</b>	Currently, if a police chief suspends an officer for an infraction for more than 2 days, that officer can challenge the suspension at a LEOBoR hearing.	Proposal to extend the period of summary suspensions from 2 days to 14 days, without pay, before it may be challenged in a LEOBoR hearing.	Extending the period of summary suspensions allows for a more efficient disciplinary process by reducing the frequency of LEOBoR hearings and administrative burdens on the departments.
<b>PRIORITY #4:</b>  <b>CLEAR LANGUAGE MANDATING CONCURRENT LEOBOR PROCEEDINGS</b>	Currently, police chiefs delay LEOBoR hearings until after the criminal investigation and/or trial has concluded, resulting in prolonged disciplinary action for officers involved in misconduct.	Proposal to include language that explicitly mandates that any LEOBoR hearings shall run concurrently with any criminal investigation and/or prosecution.	By mandating concurrent LEOBoR hearings, officers can be disciplined or terminated for misconduct regardless of criminal prosecution outcomes, thereby streamlining the disciplinary process and ensuring timely accountability.

<sup>1</sup> Summary suspensions refer to the temporary removal of officers by the police department due to minor violations of departmental rules and/or procedures.