



# University of Oregon Police Department

Office of the Chief

## Police Policy Advisory Workgroup

February 25, 2025 • 1715 Franklin EOC • 5:00 p.m.

**MEMBERS PRESENT:** Chief Wade, Capt. Dieball, Cpl. Waggoner, Jeremiah Igou, Exec. Coordinator Rachel Dale, Ken Kato, Ben Brodka, Yvonne Braun

**Excused:** Lisa Taylor, Tim Knispel, Ian Winbrock, Cpl. Barrett, Sara Takessian, Kavi Shrestha, Kevin Reed

### SUMMARY:

Policy drafts were shared with the members for review prior to the meeting. Notes provided by Captain Clint

#### 1. 510 Vehicle Towing – August 2024

This policy has been updated because a recent court decision has impacted its content. The update should be accepted and implemented as soon as possible. State v. Sevits, 333 Or. App. 745 established a requirement that notice and opportunity to remove personal items from a vehicle must be given before an inventory is conducted. Changes to this policy include:

- In **OPPORTUNITY TO REMOVE PROPERTY**, content has been added to address the new requirement.

Unrelated to the court decision, additional changes include:

- In **ARREST SCENES**, content has been added to clarify reasons impounds are authorized, and a citation has been moved.
- In **VEHICLE STORAGE REPORT** and **NOTICE AFTER TOW**, text entities have been added.

Captain Clint will make this a Daily Training Bulletin (DTB) and have some scenarios in the briefing notebook for the sergeants to share

#### 2. 1055 Temporary Modified-duty Assignments – September 2024

This policy has been updated because legislative action and federal regulations impact its content. This update should be accepted and implemented as soon as possible. The regulations implemented the Pregnant Workers Fairness Act (PWFA), which includes additional requirements for employers. An employer is now required to provide accommodations, absent an undue hardship, upon notification by an employee (or the employee's representative) that the employee has a pregnancy-related condition. Changes to this policy include:

- In **PURPOSE AND SCOPE**, content has been updated to include "limitation" as a protection under federal law and for clarity.
- In **PREGNANCY**, content regarding providing accommodations for limitations related to pregnancy, childbirth, or related medical conditions has been added to align with the federal law. Content has also been added to provide that accommodations are to be provided without unnecessary delay, and a serial comma and citations have been added.
- The Guide Sheet has been updated.

Unrelated to the legislative update, additional changes include:

- In **GENERAL CONSIDERATIONS**, a state reference and content have been updated for clarity.
- In **PROBATIONARY EMPLOYEES**, content has been updated to align with best practices.
- In **MAINTENANCE OF CERTIFICATION AND TRAINING**, the Edit Level has been changed from "Discretionary" to "Best Practice," and serial commas have been added.

### 3. 1034 Lactation Breaks – September 2024

This policy has been updated because federal regulations impact its content. The update should be accepted and implemented as soon as possible. The Equal Employment Opportunity Commission recently issued regulations implementing the Pregnant Workers Fairness Act (PWFA), which was passed by Congress in 2023. The regulations include additional requirements for employers. Specifically, the regulations explain that a reasonable accommodation for a lactating parent can include adequate break time to pump breast milk, nursing a child in certain limited circumstances, and other appropriate reasonable accommodations. The regulations also added specific requirements for designated lactation spaces within the workplace. This policy was previously limited to lactation breaks as required by the Fair Labor Standards Act but has now been updated and expanded to incorporate the PWFA and the recent regulations. Changes to this policy include:

- The title of this policy has been changed from **Lactation Break Policy** to **Lactation Breaks**.
- In **PURPOSE AND SCOPE**, content has been updated for clarity.
- In **POLICY** and **LACTATION BREAK TIME**, content has been updated for clarity, and citations have been added.
- In **PRIVATE LOCATION**, content has been updated to reference the new requirements, citations have been added, and spelling has been corrected.
- The Guide Sheet has been updated.

### 4. 300 Use of Force – November 2024

This policy has been updated because the United States Department of Justice (DOJ) updated their accreditation standards. As a reminder, state accrediting agencies must comply with DOJ standards to qualify as independent credentialing bodies. Although the standards issued by the DOJ do not directly impact local law enforcement agencies, the federal action is structured to encourage local agencies to seek state accreditation by making certain federal grant funding dependent on an agency achieving accredited status. Lexipol has updated content to place agencies in the best position possible if and when they elect to seek accreditation. Changes to this policy include:

- In **DEADLY FORCE APPLICATIONS**, content has been updated to prohibit the use of deadly force against persons whose actions are a threat solely to themselves or property unless the person poses an imminent danger of death or serious physical injury to the officer or others in close proximity, and grammar has been corrected.

- The Guide Sheet has been updated.

## 5. 402 Bias-Based Policing – November 2024

This policy has been updated because a new **Body-Worn Cameras Policy** has been added to your manual. Changes to this policy include:

- In **SUPERVISOR RESPONSIBILITIES**, terminology has been updated, an additional item for review has been added, punctuation has been corrected, and gendered pronouns have been removed.

## 6. Body Worn Cameras (New)

### New Policy

This new policy has been developed based on customer feedback to address the use of body-worn cameras (BWCs) by law enforcement personnel. Lexipol supports and encourages the use of BWCs for law enforcement agencies as a critical tool for enhancing transparency, accountability, and trust between officers and the communities they serve. BWCs contribute to improving officer safety, documenting evidence, and promoting professional conduct. Lexipol remains committed to providing policies and guidance that help agencies implement BWC programs effectively, ensuring they are used in accordance with best practices and legal standards. This comprehensive policy addresses a wide range of issues specifically associated with BWCs.

For agencies that use BWCs, this policy will replace the **Portable Audio/Video Recorders Policy**. For agencies that are not currently using BWCs, we recommend that you "accept" this new policy but leave it in your draft manual so that it will continue to receive updates until your agency begins using BWCs, at which time you can issue this policy and delete the **Portable Audio/Video Recorders Policy**.

To prevent conflicting or duplicate content, it is essential that both policies are not included simultaneously in your issued manual. Additionally, Lexipol will delete the **Portable Audio/Video Recorders Policy** on Dec. 1, 2026, or upon the date your state mandates BWC use, whichever occurs first.

Highlights of the new policy include:

- **BWC COORDINATOR RESPONSIBILITIES** designates a coordinator to handle certain responsibilities related to BWCs.
- **BWC USE** provides guidelines that apply to the use of BWCs.
- **ACTIVATION OF BWC** outlines proper activation of BWCs.
- **PRIVACY CONSIDERATIONS** outlines privacy concerns that members should take into consideration.
- **DOCUMENTATION** outlines how members should document whether a BWC recording is available.
- **ACCESS AND USE OF BWC MEDIA** provides guidelines for a member's access to media systems and the use of BWC media.
- **TRAINING** outlines training requirements for members issued a BWC.
  
- In **OFFICER RESPONSIBILITIES**, content has been updated and rearranged for clarity. The subsection name is based on a text entity and may vary depending on how you answered the General Information Questionnaire.

## 7. 514 Impaired Driving

A review of this policy has resulted in updates to several subsections. Changes include:

- In **DEFINITIONS**, a citation has replaced a codified law reference.
- In **BLOOD SAMPLES**, gendered pronouns have been removed, a serial comma has been added, and the Edit Level has been changed from "State" to "Best Practice."
- In **OFFICER RESPONSIBILITIES**, content has been updated and rearranged for clarity. The subsection name is based on a text entity and may vary depending on how you answered the General Information Questionnaire.

## 8. 329 Child Abuse

This policy has been updated because regulatory action impacts its content. The update should be accepted and implemented as soon as possible. OAR 413-015-0305 has been amended to enhance clarity and align rules with current practices and terminology. The regulatory action also removed the requirement relating to law enforcement's role in cross-reporting due to jurisdictional concerns. Changes to this policy include:

- In **NOTIFICATION PROCEDURE**, content has been updated to align with the changes to the law.

## 9. 805 Records Section

This policy has been updated for clarity to meet Northwest Accreditation Alliance standards. Standard 1.10.2 requires an agency to submit data to the National Incident-Based Reporting System (NIBRS). Changes to this policy include:

- In **RECORDS BUREAU**, content has been updated to require NIBRS data to be reported. The subsection name is based on a text entity and may vary depending on how you answered the General Information Questionnaire.

## 10. 804 Property & Evidence

This policy has been updated to address Northwest Accreditation Alliance standards. Changes to this policy include:

- In **INSPECTIONS OF THE EVIDENCE ROOM**, content has been updated to address standard 3.3.10(e) regarding documentation requirements pertaining to evidence room inspections, audits, and inventories, and a typo has been corrected.
- The Captain explained to the work group a little bit about the inspections that he does with the property and evidence technician. Inspections have been performed monthly -

## 11. 220 Training

This policy has been updated to address Northwest Accreditation Alliance standards. Changes to this policy include:

- **CAREER DEVELOPMENT PROGRAM** has been added as a new subsection in **TRAINING PLAN** to address standard 1.5.16, which requires an agency to have a career development program for officers.

Chief shared an update on the department regarding staffing, those currently at the academy, those in training with us, and turned it over to the captain as the chief was called out.

Another police testing process is coming up in March for two positions – lateral or entry level.

**Next Meeting Date:** TBD

**Workgroup Members:**

UOPD Chief Wade, UOPD Capt. Dieball, UOPD UOPA Cpl. Barrett, UOPD UOPA Cpl. Chris Waggoner, SEIU Jeremiah Igou, UOPD Exec. Coordinator Rachel Dale, Prof. Yvonne Braun, GIS SRS Ken Kato, UO General Council Kevin Reed, Dir. Risk Mgmt & Insurance Lisa Taylor, Student Ben Brodka, ASUO VP Kavi Shrestha, Tim Knispel UO Student