

LEADING THE WAY

#ONENOVI



THE NOVI POLICE DEPARTMENT
IS COMMITTED TO EXCELLENCE.

WE BELIEVE IN THE DIGNITY AND WORTH OF **ALL PEOPLE.**

The members of our police department will partner with the community and other agencies in an effort to prevent crime and maintain a secure environment in which to live and work. We will address the needs of each individual whenever called upon.

As an employer, we will provide a work environment that recognizes the value of each person and encourages their growth and development within the organization.

The Novi Police Department will strive to maintain the highest integrity and professionalism to accomplish our mission. We will endeavor to lead the field in Community Policing and will always respond to the changing needs of our citizens.

THE NOVI POLICE
DEPARTMENT
MISSION STATEMENT



BAN OF CHOKEHOLDS & STRANGLEHOLDS

The use of “chokeholds” and “strangleholds” are not authorized for use by your Novi Police Officers, nor approved by the Michigan Commission of Law Enforcement Standards (MCOLES). Novi officers are not trained in the vascular restraint method and are advised during subject control training that use of such a method should be considered deadly force.

REQUIRE DE-ESCALATION

Your Novi Police Department trains all of its officers in de-escalation techniques. Officers are required to attend at least twenty-nine hours of ethics in policing and interpersonal relations training certified by MCOLES while in the training academy. Every year after that, officers attend a refresher course on the topic that also includes dealing with emotionally disturbed and mentally ill subjects, crisis intervention and negotiation, and scenario based response to resistance with de-escalation techniques.

REQUIRE WARNING BEFORE SHOOTING

When feasible, our officers will provide a verbal warning by loudly yelling their identity as a police officer and their intent to shoot. Novi Police Directive #100, subsection VII, covers this topic.



“THE SANCTITY OF HUMAN LIFE IS IMMEASURABLE IN OUR SOCIETY.

Police Officers have been delegated the responsibility to protect life and property and apprehend criminal offenders. The apprehension of a criminal offenders and protection of property must at all times be subservient to the protection of life.”

REQUIRE TO EXHAUST ALL ALTERNATIVES BEFORE SHOOTING

Novi Police Officers are bound by Michigan Compiled Law section 780.972 titled the self-defense act 309 of 2006, which conveys that the individual honestly and reasonably believes that the use of deadly force is necessary to prevent the imminent death of or imminent great bodily harm to himself or herself or to another individual.

In determining whether deadly force is necessary, officers shall evaluate each situation in light of the particular circumstances of each case, and shall use other available resources and techniques if reasonably safe and feasible to an objectively reasonable officer. As such, this section incorporates the "objectively reasonable officer" standard and tacitly acknowledges that an officer is only required to use non-deadly force if it is reasonably safe and feasible for the officer to do so without endangering the officer's life or the lives of others. The reasonableness of the officer's use of force will be judged on the scene and at the moment the force was used rather than from 20/20 hindsight, and will take into consideration the fact that police officers are often forced to make split-second decisions in circumstances that are tense, uncertain, and rapidly evolving. *Graham v Connor*, 109 S.Ct. 1865 (1989).



DUTY TO INTERVENE

The Novi Police Department requires every department employee to intervene or take appropriate action necessary in any situation where the officer, or other agency employee, is using force in violation of the Constitution. All reported instances of an alleged excessive force, whether reported by a member of the department or citizen initiated, will be completely and impartially investigated in accordance with Novi Police Department Directive #310 (Allegation of Misconduct).

BAN SHOOTING AT MOVING VEHICLES

Novi Police Officers are not forbidden from shooting at moving vehicles. Shooting at a moving vehicle is rarely effective however, and will under most circumstances create a greater threat to innocent lives than allowing the violent felon to escape. Shooting at a moving vehicle is extremely rare, but incidents like the 2015 terrorist attack in San Bernardino reveal shooting at a moving vehicle may be necessary for extreme events to protect public safety. This is covered under Directive #100, Subsection IX. Use of Firearms.



REQUIRE USE OF FORCE CONTINUUM

Officers are required to make decisions in rapidly changing situations. The Use of Force Continuum concept is an aged concept from previous decades and has given way to more knowledgeable, science-based use of response to resistance training and policies. Response to Resistance is covered under Directive #100, and the policy falls in line with current Michigan Compiled Laws. The Novi Police Department recognizes the MCOLES Subject Control Continuum as its model continuum. Novi Directive #100 and all Novi Police Department directives can be found at www.cityofnovi.org.

REQUIRE COMPREHENSIVE REPORTING

The NPD requires officers involved in a response to resistance event to make a complete narrative within a report of all facts and circumstances surrounding the incident before going off-duty. These reports are added to the regularly required crime reports.



LEADING BY EXAMPLE

- The NPD was one of the first agencies to adopt a bias based policing policy in 2005.
- The NPD has 10 officers who have had 40 hours of crisis intervention team training. We have three dispatchers who've had crisis intervention training, and seven officers trained in crisis intervention youth training. These officers train all Novi Police personnel.
- The Novi Police Department additionally has four officers with diverse backgrounds trained as trainers in fair & impartial policing and implicit bias.
- The Novi Police Department conducts annual training on response to resistance and decision making, and legal update. Annual response to resistance training is primarily based on scenarios which involve lethal, non-lethal, as well as de-escalation techniques to utilize during incidents.
- Every two years the Novi Police Department trains on the topics of: dealing with emotionally disturbed individuals, biased based policing and cultural diversity, as well as ethical decision making.

- The Novi Police Department has achieved national accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA), and State of Michigan accreditation through the Michigan Association of Chiefs of Police (MACP). Accreditation ensures the agency is in keeping with the highest standards of the State of Michigan and the Nation. Accreditation ensures sound policies and directives such as our Biased Based Policing directive which has been in place since 2005, Novi was one of the first Departments in Michigan to adopt such a policy.
- In 2020, the Novi Police Department handled 65,469 documented citizen contacts on calls for service. Of the 65,469 contacts, two (2) or .003% resulted in a citizen complaint of which neither were sustained.
- In 2020, the Novi Police Department had five (5) response to resistance investigations of which five involved a firearm being pointed at an offender. In 2020, a Novi Officer had a .008% of being involved in a response to resistance during a citizen contact.
- The Novi Police Department has a comprehensive policy on the serious nature of citizen complaints and the professional manner in which they are to be handled. This includes complete transparency with the complaining party, a detailed investigation; and follow up with the concerned parties to include the outcome of any investigation and our response.

- The Novi Police Department has deployed in-car camera systems and body microphones since 2002. The cameras record continuously throughout the shift of the officer on patrol. Officers' body microphones are triggered to activate under several preset triggers and the range enables officers to record interactions from significant distances away from the patrol vehicle.
- Twenty-nine percent of our sworn officers are either female or come to us from minority populations bringing with them diverse perspectives and a multitude of language abilities such as Arabic, Bengali, Creole, Hindi, Polish, Spanish, Russian and Urdu.
- Our police department has some of the most highly educated officers you will find anywhere in this state. Every entry level police officer must have a Bachelor Degree. Several command staff and officers have a Master's Degree, Doctoral Degree, or Law Degree. Very few of the 580+ police agencies in our great state can claim to have officers with the level of education Novi police officers do.



For more information about the Novi Police Department visit CITYOFNOVI.ORG or call 248-347-0504.

