

**CITY OF WESTWOOD, KANSAS  
AND  
WESTWOOD POLICE DEPARTMENT  
RESPONSES TO NAACP INQUIRIES**

**1. Public statement regarding the unjust death of George Floyd.**

On June 1, 2020, David E. Waters, the Mayor of Westwood, provided a statement to the residents of Westwood, Kansas, which was provided through email, all City media channels, and posted on the [City's website](#). On June 2, 2020, Police Chief Greg O'Halloran and Mayor Waters provided additional public statements which were published in the [Shawnee Mission Post](#)

**2. Public statement addressing how your agency combats police misconduct within your agency and the type of discipline received.**

Relationship building and training are critical in our approach to policework and avoiding misconduct. However, we realize the importance of accepting input from the public regarding the performance of our officers. The Westwood Police Department will take input from citizens either in person, by phone, email, internet or other means regarding any concern someone may have about the conduct of one of our officers. The situation will be reviewed and investigate internally. If warranted, in a very few specific situations we may even bring in an outside agency to investigate. If errors are identified corrective action is taken and it could range from coaching, re-training or discipline up to and including termination depending on the severity.

**3. Joint panel discussion with the community to address any concerns and questions hosted by the Johnson County NAACP.**

Members of the Johnson County Police Chiefs and Sheriffs Association are in the process of scheduling a discussion with members of the NAACP. Chief O'Halloran intends to be in attendance to be part of the larger discussion when a date and location is established. The Westwood Police Department and Community appreciate the good relationship we have had with the NAACP over the years.

**4. Develop and make public your Use of Force Continuum with clear rules of the escalation steps.**

The Westwood Police Department Use of Force is well established. While the policy notes a use a Use of Force Continuum, the focus of our policy is the expectation to exhaust all reasonable means before having to apply deadly force and the expectation to gain compliance without the need to use force. The policy explains the tools and techniques that are available for an officer's use when handling a situation. Where applicable, guiding statutes and precedent case law is also noted. The City hosts a FAQ regarding police related topics on their [webpage](#).

**5. Ban the use of knee holds and choke holds as acceptable Use of Force Continuums.**

Chokeholds and/or strangleholds are not permissible within the Westwood Police Department. Officers are neither trained nor authorized to utilize Chokeholds/Strangleholds.

**6. Implement a local citizen's review board for all complaints against law enforcement officers and all complaints are maintained in the officer's file throughout their career, even if switching agencies.**

All complaints are investigated. If an officer was terminated by the Westwood Police Department, the reasons for that action are transmitted to the Kansas Commission on Peace Officers Standards and Training (KS-CPOST) for inclusion with their permanent records. Investigations involving sustained allegations of misconduct that do not result in termination are included in the officer's personnel file along with the disciplinary action taken. That information is shared with any law enforcement agency that conducts a background investigation.

**7. Implement a statewide review board against officers that use deadly force.**

While the City of Westwood cannot itself implement such a board, Johnson County law enforcement has a long-established independent Officer Involved Shooting Incident Team (OISIT). It began in 2005, and detectives from outside agencies investigate and report findings directly to the District Attorney's office. No one from the involved agency is actively involved in the investigation. The District Attorney's Office independently reviews the case and decides whether any officer committed a crime. The DA will usually announce its findings in a public press release or press conference. The Westwood Police Department certainly adheres to and participates in this process.

**8. Require in-person implicit bias training for every employee to be conducted at least yearly.**

Annual on-line training supported by the Kansas Attorney General's Office, and hosted by the Kansas Law Enforcement Training Center, is taken by every officer annually. In-person training is supported and reinforced within department meetings. Our policies document the department's expectation on this issue. We as a department have had several unique opportunities for in-person discussions and training on this topic. For [example](#),