



CITY OF LEBANON COMMITMENTS TO RACIAL EQUITY

The City of Lebanon has made these commitments to racial and social equity. Some of these commitments have been in place during Mayor Capello's entire tenure and some are brand new. The City hears your pain and is committed to working to ensure that racial equity exists.

Police Use of Force

- Police policies and training do not and has not included the use of chokeholds and strangleholds as a restraint technique.
- When practical, officers shall issue a verbal warning before employing the use of deadly force.
- Deadly force is utilized by Officers after exhausting all other means.
- Requiring the duty to intervene and stop excessive force by other officers. (New)
- Comprehensive reporting is required each time an officer uses forces.

Police Hiring, Training, Discipline

- Officers are required to attend use of force and de-escalation training every year.
- Racial equity and crisis intervention training, including de-escalation for mentally ill residents will be sought as part of annual department training. (New)
- Sensitivity training has been provided and will be a part of annual department training. (New)
- Requiring report to Mayor of all disciplinary actions among police including suspensions and terminations.
- Informing Mayor of all complaints lodged against Officers and notifying Mayor of results of investigations. (New)

Police Alternative Approaches

- The City will continue to partner with social workers in our County and will discuss potential additional services that may be provided to further support our community and our police officers. (New)
- The City will continue to not confiscate property from the homeless when no crime has been committed.
- The City will be open for discussion on potential new approaches. (New)

Other City Department Commitments

- Continue to work with our partner agencies to eliminate lead paint and reduce lead poison in homes in the northwest quadrant of the City.
- Continue to encourage people of color to apply for positions within the City.
- Continue city-wide anti-racism and anti-bias training for every employee.
- Continue to empower our neighborhoods through the Department of Community & Economic Development and our partners.

This is what your City is committed to. We are committed to these actions AND continued dialogue around further action.