Good morning (Citizen). The Mayor asked me to respond to your message. First, let me say that I agree with you, these recent events are very troubling. Yes, all APD personnel go through Implicit Bias training. I am one of the instructors for this, having been certified several years ago through a national program called Fair and Impartial Policing. The organization’s website can be found here:

<https://fipolicing.com/>

Because of the work that we have done here at APD on this topic, as well as on Procedural Justice training (<https://trustandjustice.org/resources/intervention/procedural-justice>) I was asked to participate in a state-wide work group to redefine the basic police academy curriculum to include these important topics as well as others.

All members of the department have gone through de-escalation training as well, and I am very proud of the way the officers interact with members of the community, often facing great antagonism yet remaining professional and only using that force that is necessary.

The department’s recruitment process is very critical of each candidate’s past behavior, both personally and professionally, and we only accept the best candidates. That is, we only accept candidates that not only meet the requirements, but that are deemed a good fit for our community, our department and that fit the mold of what we want an APD officer to be. Our process includes a thorough background investigation and a thorough psychological evaluation, performed by a licensed practitioner that is specifically certified to analyze police candidates.

By federal law, any person that has been convicted of a domestic violence offense cannot be a police officer, and we would never take anyone with a history suggesting such behavior even there were no conviction.

Of course, any candidate that had any inclination toward racism that we were aware of would never be considered. PTSD is a bit trickier as there can be many reasons for that (war veteran, domestic violence/sex assault survivor) and it would have to be carefully scrutinized. It would not be fair for me to make a blanket statement that someone who suffers from PTSD should never be a police officer. It would be fair for me to say that this condition would have to be viewed in light of how it would impact their performance and adherence to our best-practices policies.

Thanks for engagement on this, please let me know if I can help with anything else.