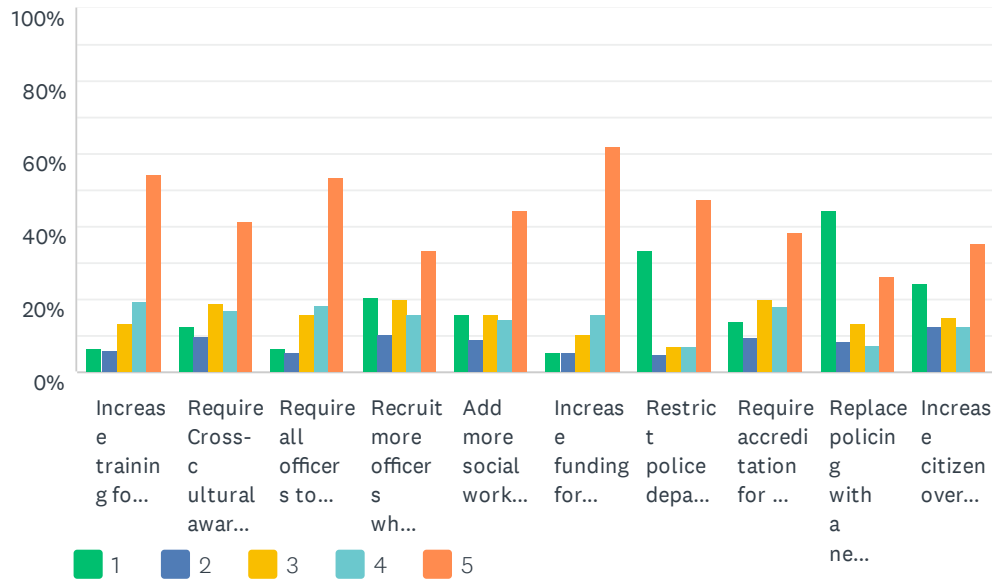


Q1 Where should Vermont focus its efforts in making police reforms? Please rank each on a scale from 1 (not important) to 5 (extremely important)

Answered: 1,447 Skipped: 0



	1	2	3	4	5	TOTAL
Increase training for officers around de-escalation techniques	6.36% 92	6.22% 90	13.55% 196	19.49% 282	54.39% 787	1,447
Require Cross-cultural awareness training for officers	12.37% 179	10.02% 145	19.07% 276	16.79% 243	41.74% 604	1,447
Require all officers to wear body cameras	6.70% 97	5.53% 80	15.89% 230	18.38% 266	53.49% 774	1,447
Recruit more officers who identify as Black, Indigenous or a Person of Color	20.39% 295	10.57% 153	19.83% 287	15.89% 230	33.31% 482	1,447
Add more social workers to law enforcement	15.83% 229	9.19% 133	15.89% 230	14.58% 211	44.51% 644	1,447
Increase funding for mental health outreach	5.67% 82	5.53% 80	10.44% 151	16.24% 235	62.13% 899	1,447
Restrict police departments from purchasing, accepting or using military weaponry	33.45% 484	5.11% 74	6.98% 101	6.98% 101	47.48% 687	1,447
Require accreditation for all police agencies	14.10% 204	9.68% 140	19.83% 287	18.11% 262	38.29% 554	1,447
Replace policing with a new system	44.30% 641	8.57% 124	13.34% 193	7.53% 109	26.26% 380	1,447
Increase citizen oversight	24.67% 357	12.58% 182	14.86% 215	12.58% 182	35.31% 511	1,447

SURVEY ON POLICE REFORM IN VERMONT

#	OTHER (PLEASE SPECIFY)	DATE
1	remove non-violent drug offenses from police enforcement altogether.	8/22/2020 8:40 AM
2	Abolition. Reparations.	8/21/2020 10:52 PM
3	The police academy needs reform and transparency	8/21/2020 9:43 PM
4	Increase penalties for acts against police. Create/increase defense funding for when police are charged with criminal behavior. Increase funding for police injured/killed in line of duty. Add hazard pay to police working in high risk positions.	8/21/2020 9:33 PM
5	reduce police budget (defund) and redirect resources to other community support programs and initiatives; limit the scope of police responsibilities and roles within the community; reduce and/or eliminate reliance on broken-windows policing in communities across Vermont	8/21/2020 9:22 PM
6	Reduce the number of police officers on the way to defunding them completely. Minor law infections should be met with help, not punishment.	8/21/2020 8:04 PM
7	Defund the police entirely. Replace the system.	8/21/2020 6:57 PM
8	Improve communication among all local agencies including state troopers. Hiring should be merit based. Ethnicity can be considered in cases candidates have equal scores during hiring process.	8/21/2020 4:16 PM
9	Require mental health training to enhance interventions	8/21/2020 3:33 PM
10	Increase accountability for all officers and enforce a strict, zero-tolerance policy for police violence.	8/21/2020 12:05 PM
11	Audit police duties and services before re-delegating as many of them as possible to unarmed civilian agencies.	8/21/2020 11:58 AM
12	Adding specialized training in handling mental illness and things such as autism and other disabilities	8/21/2020 10:22 AM
13	Racial Bias Training	8/21/2020 9:32 AM
14	Restoration Justice Prattice reform spearheaded by BIOOC, Indigenous, LGBTQ, and Poor White Folx	8/21/2020 7:39 AM
15	Investigate installing electric locks on firearms that lock them if a body cam is turned off.	8/21/2020 5:58 AM
16	Remove police from schools. No SRO's.	8/20/2020 9:46 PM
17	Community advocates and counselors more than police. Get the police out of the mental health business	8/20/2020 6:50 PM
18	Bias and systemic racism training	8/20/2020 6:28 PM
19	Defund and refund the people with social and preventative services.	8/20/2020 4:57 PM
20	REQUIRE citizen oversight/advisory	8/20/2020 3:10 PM
21	At the federal level, repeal qualified immunity. Also, limit the power of police unions to protect officers in cases leading to deaths	8/20/2020 1:53 PM
22	I find the questions assume we need policing. The questions should center around what we want our police to do- do we want them policing our actions, or could most of their calls be better served by funding social service agencies? We do not need more social workers employed by police departments- this continues to place people into a system instead of getting care.	8/20/2020 12:40 PM
23	State wide reporting system for Complaints against police who discriminate against citizens.	8/20/2020 12:28 PM
24	CRB, CIVILIANS ONLY, WITH RETIRED PO'S WITH A VOICE BUT NO, VOTE,,,, I SAY THIS AS A RETIRED POLICE OFFICER.	8/20/2020 10:45 AM
25	Pass a statutory requirement that all law enforcement agencies in VT incorporate a meaningful, independent citizen review process.	8/20/2020 10:23 AM
26	I believe law enforcement have a tough job.	8/20/2020 9:55 AM

SURVEY ON POLICE REFORM IN VERMONT

27	The is a reason why Crisis Services will only go to a volition home when Police are with them. There are unsafe and impaired people in our State and I hesitate before demonizing those who have chosen to "serve" with pie in the sky ideas. Let's re-think our assumptions while grounded in reality. Case in point was that closing Waterbury State Hospital hurry our ability to provide acute psychiatric stabilization.	8/20/2020 8:25 AM
28	Faster case movement through the court system, harsher punishment for crimes, teach people to obey the laws and follow police direction, make people responsible for their actions.	8/20/2020 6:36 AM
29	Abolish the police, ICE, PIC	8/20/2020 12:40 AM
30	They should be REQUIRE to take a psychology classes . Recognize and learn effective communication techniques	8/19/2020 11:41 PM
31	Shift the balance of funding and resources from police toward social services; create new wraparound community program models that bring police together with other community institutions. Provide funding and resources to help communities have structured dialogues about the services they need and design the best systems for the local situation. None of these solutions necessarily makes sense across the whole state.	8/19/2020 10:21 PM
32	Get cops out of schools	8/19/2020 10:21 PM
33	Training should include: recognition of 1) whether/ not a situation is beyond their training & capabilities and who to call in for assistance 2) when/not physical /lethal force should be used to protect their or public safety and use case review like grand rounds to share within the dept the learned lessons 3) un-train the use of physical restraint that cankill (as I told my son, NO ONE touches your head, neck or back) 4) re-introduce the mindset that human life must be valued, these are our fellow Americans, treat them as such , oftentimes are victims of a dysfunctional govt that leaves basic human needs unmet 5) trauma informed approach: What happened to you? vs. What is wrong with you? 6) awareness of the power differential and the potential to abuse it . persons they see often were victims themselves and seeing the weaponry and uniform representing systemic human rights violations can trigger fear of harm. 6) unintentional intimidation: they corner folks who are homeless or panhandlers and force conversations on themwith the supposed intention of keeping good relations but there's an underlying threat in their presence. We all see through it, you're just trying to keep them "in line". Orelse you would "strike up conversations" with EVERYONE.	8/19/2020 8:31 PM
34	Increase collaboration between communities and their police forces. Work together to achieve common goals.	8/19/2020 8:04 PM
35	Offer conflict-transformation and bystander training to the community	8/19/2020 7:57 PM
36	Police over step thier power they are killers and racist!!! Stop the corruption between the town officials and the police!!!	8/19/2020 7:19 PM
37	End qualified immunity!	8/19/2020 6:07 PM
38	Instruction and training for police officers in dealing with people who may be experiencing mental health issues.	8/19/2020 3:55 PM
39	Strict accountability and criteria for use of force	8/19/2020 11:52 AM
40	Mental health and social work should not be part of law enforcement! They should be full funded and SEPARATE from law enforcement.	8/19/2020 10:20 AM
41	Feedback from the community and elevating black, native, LGBTQIA... leaders should be a priority in Vermont's government. "The people closest to the pain should be closest to the power." Rep. Ayanna Pressley	8/18/2020 9:02 PM
42	Flrst and foremost I believe we need to redefine what we call law enforcement. We need more community support with mental health/social services instead of traditional policing.	8/18/2020 2:56 PM
43	Develop a community outreach team, eliminating the biased label "mental health " from outreach response.	8/18/2020 11:59 AM
44	Add reliable citizens to the investigation of police action that involves shootings. Too easy to hide dangerous attitudes now and i know as i worked with an all male group. Very dangerous to step out of line and report some of the things i heard and saw if I wanted to keep my job.	8/18/2020 8:57 AM
45	Please keep police in schools	8/17/2020 4:50 PM

SURVEY ON POLICE REFORM IN VERMONT

46	Reduce spending on police departments and increase spending on programs and services that create safer and healthier communities.	8/16/2020 12:17 PM
47	Increase police presence. Increase the budget not decrease. Do not rely on social workers to replace police officers, they are not respected like an officer with a gun and training.	8/15/2020 6:23 PM
48	Do away with tough on crime non sense. Remove excuses for police brutality, over zealous physical force	8/15/2020 9:37 AM
49	No knee jerk legislation	8/15/2020 7:38 AM
50	While I think all of the above reforms can be useful to improve our police system marginally, the only way forward that protects BIPOC Vermonters is to reduce the size of the police force and fund social services, outreach and support through agencies not within the police force (mental health outreach and social service workers in the police department is a step in the right direction but many of these reforms can be easily ignored, dismissed, and ultimately worked around so that the police continue to function destructively)	8/15/2020 7:10 AM
51	Require legislature to shadow police on shifts prior to changing policing laws	8/14/2020 6:59 PM
52	Replace the majority of policing: a 90%-95%% reduction in police would would leave enough police officers to respond to situations that truly need an armed person authorized to use force (See data from LA Times article here: https://www.latimes.com/california/story/2020-07-05/lapd-911-calls-reimagining-police)	8/14/2020 12:49 PM
53	Avoid hiring ex-military personnel, as they are trained to shoot to kill.	8/14/2020 12:23 PM
54	State legislators need to actually listen to and act on the feedback of its constituents regarding policing.	8/14/2020 8:54 AM
55	Increase accountability of police	8/14/2020 8:40 AM
56	to prevent warlike police academy training and mentality, we must address gun control.	8/14/2020 7:08 AM
57	Create a new system of first responders and community resources, comprised of mental health first responders, housing liasons, social workers, real and long-term addiction treatment, and unarmed people trained in de-escalation. An additional critical consideration is robust trauma stewardship for first responders (such as police), who often are traumatized by their jobs and cause harm when they respond via implicit bias from a state of escalation and trauma.	8/13/2020 8:55 PM
58	have law enforcement officers be certified via professional regulations / have mental health agencies be accountable for welfare checks / have mental health agencies be accountable for individuals on an ONH / restrict choke holds to only when lethal force is needed / involve peers in community settings to a greater extent than occurs now /	8/13/2020 5:09 PM
59	* Provide COVID-19 targeted relief for Black, Indigenous, and other People of Color (BIPOC) in Vermont * Enable economic development and empowerment for BIPOC in Vermont, such as adult education and job training, empowerment and support for BIPOC owned businesses, etc. * Fund a statewide database to track racial disparities to inform transformative data-driven solutions * Update the Statute on Population Quality of Life Outcomes to include "People of Color" (Statute 3 VSA 2311) * Pass transformative racial justice bills already in consideration (Staffing Racial Equity Office: Bill H.937 & Reparations: Bill H.478) * In tackling Criminal Justice reform, provide effective & transparent Civilian Oversight of Law Enforcement and pass bills already in consideration (i.e., Bill H 464: Statewide processes and policy on Law Enforcement and Use of Force and Bill H. 284 Data Collection in the Criminal Justice System); End qualified immunity. Vermont law shields officials who abuse their power from meaningful accountability. State lawmakers need to disincentivize police misconduct. Remove police from schools. The presence of "school resource officers" (SROs) disproportionately harms students of color, students with disabilities, and low-income students. We must end the use of police in schools and invest in educational support services. Limit police involvement in low-level offenses. We must prevent unnecessary police interactions which disproportionately impact people of color. That includes limiting police involvement in mental health crises, authority to conduct "consent"-based searches, and discretion to cite or arrest for petty offenses like "disorderly conduct." Ban police use of military-grade equipment and techniques. Police militarization is unnecessary and dangerous. Giving police military equipment encourages the use of paramilitary tactics with civilians, including no-knock raids, as well as abusive "crowd control techniques," such as use of pepper spray, rubber bullets, tear gas, and sound canons.	8/13/2020 2:55 PM

SURVEY ON POLICE REFORM IN VERMONT

Prohibit use of new and invasive surveillance technologies, including new surveillance technologies, advanced or autonomous weaponry, facial recognition software, and predictive policing technologies. Require appointment of independent counsel outside of State's Attorneys and the Attorney General's office to review and prosecute police misconduct. Increase transparency so that police misconduct cannot be concealed. That includes ending confidentiality for officer disciplinary records and other limits on public access to information. Require robust, systemwide data collection and analysis from police, prosecutors, courts, parole board, and Department of Corrections to detect and eradicate systemic racism. Establish community control and authority over law enforcement, including over police priorities, transparency, and discipline, and end collective bargaining agreement provisions that limit oversight and accountability. INVEST in communities, not policing. It is time to demand that our laws and our investments match our values as Vermonters, and to affirm that Black Lives Matter. Local and state policymakers must prioritize people and communities, not policing and prisons.

60	Get rid of racist white supremacists who are military bullies	8/13/2020 12:24 PM
61	Take actionable steps such as adopting FIPP policies locally as we work to replace police with community safety organizations and systems	8/13/2020 11:09 AM
62	decriminalize minor crimes in favor of municipal fines or other consequences (public shaming?)	8/13/2020 8:43 AM
63	Having a system that tracks officers with complaints or other issues, so they can't just move and work in another jurisdiction.	8/13/2020 12:28 AM
64	More training to work with individuals who have differences other than race ie: autism, deafness, etc	8/12/2020 7:47 PM
65	End qualified immunity, remove police from schools, limit police involvement in low-level offenses, prevent surveillance techniques, increase quality of data collection, invest in BIPOC communities,	8/12/2020 7:01 PM
66	Training training training. Social workers are not trained for law enforcement. That's why they are called social workers.	8/12/2020 6:44 PM
67	Back the blue and support our men and women of law enforcement! They put their lives at risk every day to protect us. They need our support and, if anything, additional funding.	8/12/2020 6:03 PM
68	Police in Vermont are doing a good job as they are. Stop trying to control something you know nothing about. Do some ride alongs and learn what is really happening.	8/12/2020 5:32 PM
69	It is time we started arresting criminals not based on what color their skin is , if you resist arrest you just might pay a consequence , I am god damn sick and tired of hearing about this horseshit . Please tell me , How many of those Black folks arrested in Vermont were breaking the law ? and then , why in hell skin color matters if they were ?	8/12/2020 5:29 PM
70	redistribute state and local funds: less to police, more to: mental health outreach, education, community centers/programming, food security, housing programs, social workers, teachers, cross-cultural awareness training, de-escalation training, job programs, etc.	8/12/2020 5:00 PM
71	I'm not convinced that more training in cultural awareness or de-escalation techniques is effective in improving policing but if there is good data to support it, I would encourage it as one part of making police reforms.	8/12/2020 2:04 PM
72	Our system of policing is rooted in racism, slavery, and white supremacy. Rather than looking towards reform which won't "fix" any of the historical oppressive origins of policing or the current killings and wrong-doings of policing. Look to a way to dismantle policing as we know it. That may be scary but it can be done-it can be done in conjunction with a new system of justice and safety that is equitable, safe, and just for all of our people (citizens or not because undocumented immigrants must be considered in this new system and we must end the violence against them).	8/12/2020 1:54 PM
73	Increase access to drug abuse/dependence treatment and decriminalize all non violent offenses related to drug use	8/12/2020 11:49 AM
74	https://www.gofundme.com/f/Municipal-Currencies-Referendum-on-CryptoNews?utm_source=customer&utm_medium=copy_link&utm_campaign=p_cf+share-flow-1	8/12/2020 9:42 AM
75	I have read of as many, or more instances of VT police killing unarmed Vermonters in recent	8/12/2020 9:15 AM

SURVEY ON POLICE REFORM IN VERMONT

years, as I have read nationally of police killing unarmed Blacks. Eliminating the Super Trooper attitude should be a top priority. Defunding IS NOT THE ANSWER. In Cabot, after 10pm, when the sherriffs go home, we have, I believe 3 state cruisers patrolling 18 towns, so that is a 1 in 6 chance that there is an officer available in town. That is not enough.

76	Provide more positive stories about police activities so citizens don't only focus on the negative media reports	8/12/2020 8:12 AM
77	i think that the police need to be replaced with trained professionals to deal with the problems that arrise in our community. police are not drug and alchohol counselor, they are not animal welfare officers, they are not mental crisis professionals. and i don't that people of color-black, hispanic, or indigenou, should be coerced into participating in a system that was created to harm them.	8/12/2020 7:51 AM
78	Improve Fair & Impartial Policing Policies to ensure that VT law enforcement do not share information with ICE or the Border Patrol unless there is probable cause.	8/11/2020 10:01 PM
79	I rated 'Add more social workers to law enforcement' as 1, not because it's not needed, but perhaps non needed within the law enforcement agencies.	8/11/2020 9:53 PM
80	Much greater transparency with the public about officer misconduct on and off duty. Accountability.	8/11/2020 9:26 PM
81	Improve the Fair and Impartial Policing Policy to protect undocumented individuals	8/11/2020 8:29 PM
82	Support our Police! We need them! Mary Jane Egerton	8/11/2020 7:17 PM
83	Blue Lives Matter	8/11/2020 7:15 PM
84	Increase salary for all police officers.	8/11/2020 3:12 PM
85	Improve pay/benefits to attract better candidates, increase funding to improve training	8/11/2020 2:48 PM
86	Increase police and department of sherriffs and SAs funding to ensure locales are adequately staffed to represent the areas they cover.	8/11/2020 1:25 PM
87	Adopt the ACLU's 10-point plan in full: end qualified immunity; remove officers from schools; limit police involvement in low-level offenses, prohibit the use of new/invasive surveillance tech; require appointment of independent counsel to review officer misconduct; increase transparency; require robust data collection on systemic racism throughout the justice system; establish community control & oversight over policing; invest in communities instead of policing including economic empowerment for BIPOC Vermonters and targeted COVID-19 relief for BIPOC Vermonters,	8/11/2020 1:21 PM
88	Create law enforcementr/community focus groups in each division of state with focus on law, order, crime rates and how do reduce crime. The more we communitate about crime and how to reduce crime the better society we become. Focus on expectations when approached or pullef over by police officer - help prevent unnecessary risks for both parties.	8/11/2020 12:22 PM
89	Stop law enforcement involvement in politics. It is one of the key components to decline in police ethics. By using State Law Enforcement to legislate through policy creates ethical delemas, it forces police to choose sides. Legislators pass laws and police enforce those laws. In LEO training it says law enforcement needs to remain neutral and clear of politics or their ethics will suffer.	8/11/2020 12:13 PM
90	Mental health issues that cause a person to become involved in the criminal justice system should receive better support from local mental health agencies such as social workers embedded with law enforcement agencies	8/11/2020 12:00 PM
91	Policing in Vermont is and has been the best in the country. Attempts to change what is clearly working is nothing more than politcal pandering.	8/11/2020 11:54 AM
92	im pretty happy with the police in vermont. they all are good friends of mine. Do what you must to make them better, but In my opinion, they're fine.	8/10/2020 8:46 PM
93	Police reform needs to be tackled systemically. Reform must go much, much beyond things like increased de-escalation training. Black and other marginalized folx have repeated again and again that the police themselves are the source of danger. The statistics around juvenile detention, mass incarceration, and police brutality show unequivocally that the police disrupt and critically damage communities of color and those struggling with mental health. As we are	8/10/2020 7:26 PM

SURVEY ON POLICE REFORM IN VERMONT

looking at police reforms, we must concentrate on replacing the entire system with community care and better funded social services.

94	Please be careful. A few bad officers do NOT discount the incredibly effective officers that serve our communities effectively.	8/10/2020 5:31 PM
95	They should be defunded as much as possible!!	8/10/2020 4:57 PM
96	First and foremost: listen to black leadership, on black leadership's terms. Do not make this decision--of how to lead VT towards a more racially just future--as a group of old white people. I also ask you to heed the VT ACLU's 10 part plan for police reform. To echo their demands, I suggest the following: disband or significantly weaken the unjust power of police unions, require the appointment of independent counsel (outside of AG's office) when handling cases of police misconduct, bring an end to confidentiality for police misconduct records, end qualified immunity, remove police from schools, significantly scale down police involvement in low-level offenses,	8/10/2020 4:36 PM
97	Please do not let ignorant minds who do not understand the justice and Penal systems influence these decisions. Yes our system is racist and oppressive and yes it is broken but restorative justice and defunding police and the system are not the answers. Reform, treatment, and training is what we need. I am very liberal and work in the anti violence and anti oppression movements. I support BLM 100% but defunding police and abolishing our systems is not the answer. There is too much conformity and not enough educated conversations happening.	8/10/2020 3:51 PM
98	Less focus on reform and more focus on how we can change the whole corrupt system.	8/10/2020 3:49 PM
99	The most important to me would be replacing policing with a new system. The others are just bandaids, though I do believe they could help in the short-term.	8/10/2020 2:22 PM
100	We should put more money toward education and social services. Drug rehab, career building assistance, day care/after school programs. My town does not need more policing. The crimes that happen here are symptoms of poverty or mischief out of boredom.	8/10/2020 12:51 PM
101	Abolish the Vermont Criminal Justice Training Council, and the Vermont Police Academy and scrap its militarized training program. Replace these institutions with the Vermont Police College. The police college should be an accredited college administered and staffed by professors from a coalition of Vermont Colleges. The courses of study for all law enforcement phases, and specialties should be developed and taught by professors, or recognized scholars in the particular field of study. Abolish the degrading and dehumanizing use of polygraphs, and "physical fitness tests." Replace these functions with accomplished investigators, working off a standardized police application and qualifications statement. Develop a friendly exercise program, along with a healthy life style course of study.	8/10/2020 12:47 PM
102	Reduce the number of cops in Vermont	8/10/2020 12:31 PM
103	Formulate pre-charge referral MOU's with community justice centers for the use of restorative techniques when appropriate. Many encounters that police have with community members are not criminal in nature, and even those that are may be handled better through this process than the CJ system.	8/10/2020 11:09 AM
104	Systemic racism is the root issue behind the inequity in our society and in Vermont. I believe that you must tackle systemic racism in a way that dismantles systems of oppression and creates opportunities for BIPOC. I urge lawmakers to stand behind Vermont Racial Justice Alliance's State Priorities.	8/10/2020 11:05 AM
105	encourage police to refer to restorative justice programs at local community justice center	8/10/2020 9:48 AM
106	Give guns to therapists and outlaw cops completely!!!! Needed to be done 19 years ago!	8/10/2020 8:03 AM
107	We need to put our resources to funding underserved communities and limit policing to only violent crimes. Also citizen over site is great but what about the police unions? We need reform on BBC those.	8/10/2020 7:57 AM
108	Focus your efforts on judges who continuously let criminals who are repeat offenders or out of area offenders, free. Repeat drug dealers and sex offenders should have mandatory sentencing. The challenge is not policing in VT, rather, the challenge is with the judges and weak prosecutors who do not follow through with victim's desires, rather they back down and	8/9/2020 11:30 PM

SURVEY ON POLICE REFORM IN VERMONT

allow the defense attorneys to dictate what will be allowed. Sit in any court room in VT and you will see for yourself.

109	Defund the police and put those funds into social welfare programs such as health care, community development, education, and job development.	8/9/2020 8:46 PM
110	On a 911 call for help, I would want a police officer to respond.	8/9/2020 3:56 PM
111	Police officers should not be immune from the law.	8/9/2020 3:25 PM
112	Completely abolish the system as we know it. 7/9 of these interventions would give more money to police. BIPOC leaders are asking us to defund the police to fund things that help our society. If any of these ideas are implemented it should come out of existing LE budgets no additional funds to LE.	8/9/2020 12:17 PM
113	Evaluate judicial system and more effectively deal with repeat criminal behavior. Bring back prison farms or some type of programming for non violent prisoners	8/9/2020 7:29 AM
114	Defund the police and direct these funds into local social services, mental health & addiction program, education, and job training. Require all police to have sustained, authentic connection to BIPOC and other marginalized communities, such as requiring officers to participate in local chapter of SURJ, etc. End qualified immunity.	8/8/2020 9:52 PM
115	Hire more officers so that they do not burn out from trying to fill empty positions. Ridiculous that people want to down size police forces!!	8/8/2020 12:13 PM
116	Get rid of qualified immunity and require LE to carry malpractice insurance instead	8/8/2020 9:47 AM
117	Abolish the police. DO NOT give them more \$ for trainings, etc.	8/8/2020 9:40 AM
118	End qualified immunity for all police officers in the state.	8/8/2020 9:17 AM
119	If all else fails, roll 'em up like the Japanese police do with suspects: in mats. Or teach Brazilian Jiu Jitsu so they can control their own bodily / mental impulses, while controlling subdued suspects without harming them. My only concern with this suggestion is giving this power to the individual corrupt-minded officers out there. What upsets me about the abusive scenarios out there is how they treat an already-subdued person. The threat is over--and they still go overboard, harming a now vulnerable, handcuffed person: choking, punching, humiliating, etc. Handling the "aftermath" should also be put into consideration: they should pass psychological tests, take years of classroom training on human behavior / psychology / de-escalation and social justice classes. They should do community service within BIPOC communities. LOTS of it. It's an ideal and complex goal--but police reform should go beyond the physical training. We need real-time scanning that tracks blood flow to the part of the brain responsible for sadistic anger. Show pictures to people who are suspected to be terrorists to see how their bodies respond.	8/7/2020 11:29 PM
120	Investigate which functions of police would be better served by investing in communities in things such as education, access to mental health counseling, access to food and housing, etc.	8/7/2020 7:44 PM
121	Crisis outreach workers need to be available on every shift to address mental health issues and provide mediation for conflicts	8/7/2020 4:45 PM
122	How about not being the typical follow the pop culture idiots and using common sense. Don't make a problem that isn't there. Review each incident and have a citizen panel review the incident. Don't sweep bad actions under the rug to save the departments face and don't try to throw them under the bus for appearance sake. If maybe a couple of you actual find some integrity then things will quit going downhill and make Vermont the place it used to be. One that had values, integrity and people who didn't have to be coerced into doing the right things because you were a good human being....	8/7/2020 4:28 PM
123	I think this defunding and changing the police is a lot of crap. Our police do a great job. Vt does not have a problem. Why are politicians the dumbest people on earth.	8/7/2020 4:08 PM
124	Replacing policing (and also limiting law enforcement gun access), is the most important part of this. policing is not working, and has never actually worked, as evidenced by the fact that there is still crime happening. this means the system of our society is not working, and when crime is not even happening and people are getting shot for mental illness, the color of their skin, mis-assumed gender identities, etc, this system must be reinvented, not changed, not re-	8/7/2020 2:45 PM

SURVEY ON POLICE REFORM IN VERMONT

trained, but reinvented - a full stop and NEW process that can be effective based on today's needs, and especially the needs of the people who have been harmed at much higher rates by police, policing, and systemic racism and white supremacy within the policing system.

125	ABOLISH the police and invest in communities. Defund is a stepping stone to getting rid of ICE, police, and prisons all together.	8/6/2020 10:46 PM
126	Decrease funding for policing and invest that money in schools, housing, recovery and mental health services, all that do not involve the police in any way	8/6/2020 9:26 PM
127	Policing should be replaced with a new system, but as short-term solutions we should definitely be reducing funding (and reallocating to mental health and other social services -- NOT making those services part of the police entity), eliminating militarization of police, and drastically increasing transparency and citizen oversight. All police should be trained in de-escalation techniques.	8/6/2020 9:00 PM
128	I really don't know what the current system is now for policing. I do know they are necessary. I don't like the phrase DEFUND the Police. Rather, HELP THE POLICE!!! This would be with MH workers.	8/6/2020 7:31 PM
129	Don't hire based on color or sexual orientation, hire the best person for the job.	8/6/2020 5:17 PM
130	Increase internal integrity to police departments, no exceptions	8/6/2020 4:50 PM
131	Hold habitual offenders more accountable so they do not continue to commit crimes without penalty. This seems to cause police to arrest the same person over and over again which eventually seems to the person getting upset and fighting, causing police to escalate in response.	8/6/2020 4:14 PM
132	Please consider Police Comfort Dogs; require Officers have a degree in social sciences and, carry liability insurance	8/6/2020 4:04 PM
133	Police should not have military hair cuts do not look like storm trooper.	8/6/2020 3:55 PM
134	I have never relied on a police officer to keep me safe. I have relied on friends, neighbors, and family. I DO NOT trust the police to keep me safe. BLACK LIVES MATTER.	8/6/2020 2:33 PM
135	Consistent training is the most important aspect to help promote change.	8/6/2020 2:09 PM
136	Defunding is not a bad thing if responsibility will also be eliminated. Police are responsible for many things that are not police related. Also, recruitment should be focused on finding the best candidates not tailored to one specific group.	8/6/2020 1:35 PM
137	I do not think social services and mental health should be part of law enforcement. These need to be separate, autonomous services. We also need to fund them and make their services easily accessible. In addition, police training needs to focus less on "us vs. them" and less on the need for "authority" over earned respect. They need to be trained to deal with low-stakes problems OR they need to only deal with high-stakes problems (like active shooters). We do not need people who perceive themselves as militia or SWAT teams to handle minor disputes. In addition, a public database needs to be kept on complaints about officer behavior. This needs to continue and not be wiped clean after a set number of years or during contract negotiations or when someone takes a job in a different locale. Finally, police need to have more respect for their profession. The widespread tolerance and excusing of violent and racist officer behavior makes them all seem more like a gang than an actual police force. If they want to police, then they should live up to the highest standards. Right now, they aren't even expected to live up to the standards of the rest of us – we are not allowed to kneel on people's necks until they die or shoot people in their sleep. If they want us to trust them, start taking action to make the cops who do that truly accountable. No more immunity. No more protecting "one of their own" against the rest of us. No more union contracts that wipe the slate clean so no one can track bad behavior. Full accountability. For their entire career. For the entire force, including the leadership. If they cannot live up to the highest standards then they need to be dissolved entirely.	8/6/2020 1:27 PM
138	Stop demonizing the police. This has caused difficulty with recruitment. Point out the positive things they have done instead of the very rare times that things have gone wrong.	8/6/2020 12:19 PM
139	Abolish qualified immunity - there is no other reform as powerful as asking police to take responsibility for their actions. Require police to carry liability insurance. Require all new police have college degrees in various fields that might pertain to policing, like social justice and legal	8/6/2020 12:09 PM

SURVEY ON POLICE REFORM IN VERMONT

philosophy. Remove the stupid, and you wont have this problem. Your policy changes? They are soft. They will not work that well. Abolish qualified immunity TODAY, not tomorrow, not next week, immediately!

140	There are instances where law enforcement request assistance from mental health professionals during incidents and they refuse. This is a major issue at NEKHS in Derby, Vermont.	8/6/2020 11:42 AM
141	We must provide trauma support for police working as first responders. We must design and implement partnerships for prevention and intervention with social workers, recovery advocates, restorative justice workers, and law enforcement.	8/6/2020 10:53 AM
142	Hire more officers, regionalize services such as detective bureaus	8/6/2020 10:32 AM
143	Defund the police and fund communities.	8/6/2020 10:13 AM
144	Fund education, housing, and other programs to combat poverty. Poverty = crime = poverty. A cycle upheld by police. Take steps to remove our reliance on this oppressive system by funding resources and defunding the police. Ultimate goal in mind is to no longer need policing and replace it w something else.	8/6/2020 10:03 AM
145	Hire more police officers in general, partner more with Federal law enforcement, and hold law makers criminally liable for supporting racist, terrorist organizations like ANTIFA, BLM and CAIR.	8/6/2020 10:03 AM
146	All law enforcement should require 4 year educational degrees in sociology/psychology or another field related to human behavior.	8/6/2020 8:57 AM
147	Route appropriate 911 calls to available social workers	8/6/2020 7:42 AM
148	Make public all complaints made against officers	8/6/2020 7:32 AM
149	Crisis professionals trained and experienced with mental health issues including PTSD available to intervene in Mental Health crisis situations where police could be perceived as a threat and escalate the crisis.	8/6/2020 5:11 AM
150	Vermont needs more advocates for anyone who is involved with the police because so often the police are lying, gathering false information from confidential informants and harshly punishing people for petty crimes! Our crime rate is so low making people who normally wouldn't be considered highly dangerous or necessarily a threat to the community look like they're way worse when they publish reports to the media saying things like "Man shoots at women and kids" when in fact that wasn't the case at all! Body cameras should be a must! Stop killing unarmed people! I could go on forever with my experience with law enforcement and I'm prepared to do so if allowed and people want to hear from a truthful source of what our law enforcement has been doing, violating rights, harassing and abusing their powers!	8/5/2020 11:22 PM
151	Funding for mental health should not be at expense of law enforcement funding. LE needs for funding for more training opportunities	8/5/2020 11:03 PM
152	Social workers on domestic violence calls	8/5/2020 10:37 PM
153	Put more funds into resources for the community, food, social services, addiction services, resources	8/5/2020 10:33 PM
154	Fix the broken systems that force police to deal with: mental health crises, medical issues like drug addiction, socio-economic issues like homelessness and the quality of life issues that result, Racial imbalances in poverty. Also provide mental health support for police officers because they have to deal with horrible things.	8/5/2020 10:31 PM
155	Police an integral part of community & have activities with young people in particular.	8/5/2020 10:11 PM
156	There needs to be a focus on identifying specific problems and their causes before devising a solution.	8/5/2020 9:52 PM
157	Spend dollars on non-violent communication skills and non-lethal use of weapons I.e. training for wounding vs shooting to kill.	8/5/2020 8:16 PM
158	I live in Grand Isle county, one of the many areas that use sheriff departments for law enforcement services. They are only marginally held accountable compared to urban police	8/5/2020 8:06 PM

SURVEY ON POLICE REFORM IN VERMONT

departments (voting is not effective when the department is institutionalized and nepotized). Also, I believe in police abolition ultimately, but reform on the way to transformation.

159	Truth and Reconciliation options. Open hearings for folks to connect with police in communities. It isn't common knowledge what training police have already, or what requirements are needed to become a police officer. Not knowing this allows for assumptions to be made about who and why folks go into policing.	8/5/2020 7:32 PM
160	Recognize that systemic racism is at the heart of the problem and will continue to create social hierarchy and foster violence against people of color no matter who the police department hires.	8/5/2020 6:29 PM
161	Please have more training to de-escalate family situations and less stress on weaponry. We need police but we need more social worker type individuals	8/5/2020 6:25 PM
162	ASAP	8/5/2020 6:22 PM
163	Recruit more people of color throughout the department.	8/5/2020 5:15 PM
164	Add training in the nature and effects of systemic racism to training of police (and other public safety officers)	8/5/2020 4:53 PM
165	need training in trauma, also need drug courts in all counties of Vermont--there is none in Bennington and it is badly needed.	8/5/2020 4:27 PM
166	Remove toxic masculinity from police	8/5/2020 3:50 PM
167	Defund & abolish	8/5/2020 3:06 PM
168	Unless a person has been trained as a police officer and has had to make those split second decisions police have to make each and every day, then they know nothing what it takes to be a police officer. Vermont has one of the best all around Police forces in this country, don't fix what isn't broke!!!	8/5/2020 2:19 PM
169	There is a huge problem with the DMV and police officers using license plate cameras to pull people over based on mid-information from the DMV. I know of myself and 3 others who have been pulled over for a "suspended license" due to a DMV error. In my case my insurance company sent the required SR-22 paperwork to the DMV. The DMV didn't file it properly. My insurance company was confused and sent me proof that they had sent it to the DMV. When I went to the DMV I didn't receive an apology and the DMV didn't record this as an error. If the DMV isn't recording their own errors it is impossible to have accountability or know how many other people are experiencing similar things.	8/5/2020 2:18 PM
170	End qualified immunity	8/5/2020 2:12 PM
171	Accountability	8/5/2020 1:56 PM
172	Explore other countries' training methods i.e Scandinavia, where the training is longer, applicants need some kind of degree to be accepted etc etc	8/5/2020 1:36 PM
173	Stop the escalation of officer-involved shootings and violence toward suspects & inmates.	8/5/2020 1:34 PM
174	All important but the most important is structural change, to look at the whole system of injustice.	8/5/2020 1:26 PM
175	Defund the police and reallocate the resources to communities	8/5/2020 12:46 PM
176	Armed police should intervene in known violent or specific criminal situations only - other needs should be met by increased social services.	8/5/2020 12:13 PM
177	End Qualified Immunity	8/5/2020 11:26 AM
178	I would think psychological profiles of applicants to the police force would be critical. (If they already do testing, perhaps it should be updated.) Any tendencies toward racism, anti-semitism, power-mongering, obsessive need to control, etc., etc., could be uncovered through testing. And a discrete, thorough investigation into the applicant's background, childhood, homelife, school experience, etc., should be done. I see the WRONG people wearing the badge, so how does that happen? Make funding available for making sure the RIGHT people are given that power. Another point - I've been living in a small town for 3 years and all the police are from this small town so they know everyone and everyone knows them. This is anti-productive in terms of resolving issues because locals wind up getting away with just about	8/5/2020 11:24 AM

SURVEY ON POLICE REFORM IN VERMONT

anything or sometimes just the reputation of locals will be cause for the police to do nothing. Maybe applicants should not be locals.

179	Small reforms are proven to NOT work to reduce police violence. In MN, the officers who killed George Floyd all had all of this extra training, and the tactics they used to kill him were already illegal. Banning certain tactics and increasing training does NOT prevent violence and racial discrimination. Replace policing with a new system!	8/5/2020 11:18 AM
180	See the VT ACLU 10-point action plan for re-envisioning the role of police in our communities.	8/5/2020 11:15 AM
181	End qualified immunity	8/5/2020 11:06 AM
182	Defund and put \$ into the community	8/5/2020 10:55 AM
183	abolish all police and prisons -- if we must have police they need to be 100 percent dark skinned black women, unarmed and very well paid	8/5/2020 10:53 AM
184	Not just cultural awareness training, but also training on systemic racism and oppression, and how policing is part of that. Also ongoing trauma processing for police officers, as they are exposed to secondary trauma daily and it impacts the ways that they treat people and show up in crisis situations.	8/5/2020 10:51 AM
185	increase training AND pay. Fewer good police are way better than many bad / status quo police	8/5/2020 10:50 AM
186	Today's officers are required to do so much more than 40 years ago. Mental health professionals should be the 1st responders for those domestic abuse and domestic assist calls, with officer backup.	8/5/2020 10:37 AM
187	I would also like to see the police OUT in the community. I've worked in Montpelier for 25 years-- literally 100 feet from the police station, and I do not know one officer in Montpelier. Couldn't tell you what ANY of them even look like. They are not out mingling, making their positive presence known. Maybe they don't want to be seen as positive-- and I guess it's working. I think people would have a LOT more confidence in our police force if we knew who they were.	8/5/2020 10:25 AM
188	Fund social service workers as alternative first responders, outside of law enforcement.	8/5/2020 10:02 AM
189	1) Eliminate or severely restrict the ability of police unions to hide personnel records of disciplined officers; 2) Limit the scope of "qualified immunity," i.e., remove the necessity to prove that a violation was "clearly established."	8/5/2020 9:33 AM
190	Let's ask the Police what They need in terms of support.	8/5/2020 7:55 AM
191	Empower police chiefs to effectively manage their departments. Specifically, authorize them to weed out bad cops before they commit crimes. Ensure that cops with repeat offenses are removed from interaction with the public and are promptly disciplined up to and including discharge.	8/4/2020 11:26 PM
192	Ya..... try letting the Cops be Cops and not cultural social workers	8/4/2020 10:02 PM
193	Focus on addressing the impact of intergenerational trauma on officer responses. Supervision and training around awareness of personal triggers for nervous system hyperactivation should be emphasized, focusing inward as well as on citizens.	8/4/2020 9:05 PM
194	Police officers are an integral part of our communities. By defunding the police we would be critically harming many individuals, children especially! If human trafficking and child trafficking is the largest growing criminal enterprise and the United States is the biggest demand for this industry we are in dire need of law enforcement! Thank you.	8/4/2020 7:51 PM
195	Police officers need more training around mental health issues, what they present like, how to provide caring response to and how not to bias against them in charging of crimes.	8/4/2020 7:25 PM
196	Vermont should look at the problems we face and not react to the national out cry of problems that happen far from us. We should focus on the problems that Vermonters face. The two problems that seem to come up over and over again are drug issues and mental health issues. How to over come these issues is a hug under taking which will not happen over night. We must look at these problems and come up with a solution together.	8/4/2020 7:19 PM
197	Educate and fund. A state or city without policing is a state of lawlessness. Not a place I want to live!	8/4/2020 6:50 PM

SURVEY ON POLICE REFORM IN VERMONT

198	Rather than defund the police or remove qualified immunity we should invest in rebuilding the BT state Hospital and giving police agencies the money needed to train and staff properly. How about a public service campaign directing people who break the law obey lawful orders? The olive aren't there problem. Racial inequity in VT re: policing is a myth. Stop wasting time and money on nonsense and start spending money on the mentally ill to be HOUSED. and actually incarcerated criminals.	8/4/2020 6:29 PM
199	Fund the police departments better with better wages.	8/4/2020 6:20 PM
200	Any changes need to help police thrive in our current environment. That must include a review of community living and community connections. Policy changes are meaningless without building better and long term connections to bring both citizens and policy into a unified approach to law enforcement. Military arsenals are not necessary for that.	8/4/2020 5:15 PM
201	civilian oversight with actual policy or regulatory power is the only way forward.	8/4/2020 4:38 PM
202	Defund the police and reinvest those funds into education, health care (mental and physical services), housing, rehabilitation programs, and public assistance	8/4/2020 4:16 PM
203	Disarm police who are doing routine policework (ie. Traffic cops, security in public areas, at protests)	8/4/2020 3:02 PM
204	Police need to have the appropriate tools to ensure that they are able to protect and serve in terms of weapons and protective gear, however, they are not sufficiently trained to be a paramilitary force so weaponry and gear should require extensive training by those who use it and those who do not have appropriate training should not get weapons. Also, current and ex-military members who become police should also undergo extensive evaluation and training as their military experience is not something that should be used in dealing with state-side policing. Military' purpose is much different than hometown policing. More de-escalation, more mental health resources for police to utilize during crises, more mental health screening and required therapy for cops would also help. I grew up in a family of cops, my father, uncles and cousins are all retired cops. Their work is exceedingly hard and they do the best they can with the tools they are given. They need better tools and more outside resources. They are not social workers and should not be called on as such. They are not therapists. They are not marriage or substance abuse counselors. Mental health and social workers need to be engaged and involved because the tools we have given to police compared to what we are asking them to do are only setting them up for failure. Also, they need much more training on cultural relations, how to minimize the use of force, and especially anger management. Thank you!	8/4/2020 2:47 PM
205	A citizen should not be directing police how do a job they have never done!!!! They don't have a clue what the job entails.	8/4/2020 2:46 PM
206	Teach children how to respect authority at a young age	8/4/2020 1:35 PM
207	Increase training in physical intervention techniques.	8/4/2020 1:35 PM
208	These are each areas of extreme importance that should be focused on. Rather than replacing the police force entirely, reallocating funds to more pertinent departments such as social services, mental heath services, affordable housing, and healthcare	8/4/2020 1:33 PM
209	Review statutes that give LE responsibility for solving all social ills	8/4/2020 1:31 PM
210	I think citizen oversight is important, but there needs to be criteria for citizens who participate in this.	8/4/2020 12:52 PM
211	Increase transparency and accountability in the law enforcement licensure system. VSEA continually fights against accountability.	8/4/2020 12:41 PM
212	Increasing funding for mental health and addiction services is important. This should NEVER have landed on police to manage	8/4/2020 12:11 PM
213	Hold officers accountable for bias and sexism. Take complaints against law enforcement officers seriously. Require education before allowing officers on patrol. More diversity in hiring. Females and people of color. Require more vigorous psych evaluations before hiring officers.	8/4/2020 11:52 AM
214	Creation of use of force laws governing standards. Investment in police academy.	8/4/2020 11:39 AM
215	Need MORE funding to achieve the above	8/4/2020 9:19 AM

SURVEY ON POLICE REFORM IN VERMONT

216	Ref body cameras. Understand that detectives would not normally wear these devices	8/4/2020 9:12 AM
217	You haven't included actual increased funding for training of officers any where in this survey? Citizen oversight exists already. Advisory might be better.	8/4/2020 9:11 AM
218	I think there should be more social workers to work WITH the current police. The state did a disservice to it's people by closing mental health facilities and letting the downfall be on the police.	8/4/2020 8:18 AM
219	Having officers who are proficient at using low levels of force to stop an incident from escalating often limits the need for higher levels of force and thus, higher risks of injury. Officers should be better trained on when its appropriate to use these lower level applications of force. This is ultimately, another form of de-escalation.	8/3/2020 11:06 PM
220	More investments in trying to reduce the causes of crime & violence. Invest in poverty prevention prgrams, better health care, programs that encourage inclusion & acceptance of each others differences, reduce hatred & country divession	8/3/2020 10:41 PM
221	Increase citizen committees should be required to be 80% women and BIPOC.	8/3/2020 10:05 PM
222	I do not think there are problems with the practices. We should not be hiring people just because they are black or indigenous or women; we should be hiring people because they are the best applicants for the job. Social work and mental health can be added but nothing should be taken away from our current law enforcement.	8/3/2020 9:00 PM
223	Require at least an Associates Degree in addition to policy academy training	8/3/2020 8:41 PM
224	I don't think the problem is the police. I think it's the lack of funding for them and other services that's the problem.	8/3/2020 5:37 PM
225	explore ways to reduce the power of unions in defending innapropriate behaviour by police, for example, certain types of behaviour could be automatic grounds for firing or unpaid admin leave for 6months until certain training or other improvements demonstrated. It needs to be easy for departments to end the job for certain behaviors. 2) More training to get the job! It is way too easy to get a job--social workers and EMTs get more training than police. 3) The trainings available should all be recorded and available for key persons to review; I have personally attended a deescalation training at a VT police training academy for my state job and while the training had good in it, it was taught by a wierdly macho Christian white man who used odd militaristic terms and did not seem at all socially consious. He was into shaming people for the dress (not professional enough). I think the public deserves to see these independently contracted presenters.	8/3/2020 4:52 PM
226	Data collection of traffic stops & arrests I would put high on this list. Also, the reforms outlined in Project Zero https://8cantwait.org/ - Burlington took those steps, everywhere should.	8/3/2020 4:33 PM
227	End qualified immunity	8/3/2020 3:04 PM
228	Insure that funding is made available for all mandated programs, equipment and training. If the state adequateley funded training, mental health services and accountability equipment we likely would not be where we are.	8/3/2020 2:22 PM
229	Increase reprimand when wrong is done by a police officer, not just letting it go. Treat other as if they are you family, because any treatment you give to a HUMAN, could very well be done to your personal family at any time!!!	8/3/2020 1:30 PM
230	I support the police	8/3/2020 12:50 PM
231	Allow access of police files accross police departments to prevent cops from just moving from county to county when they do a poor job	8/3/2020 12:10 PM
232	Restrict the acquisition and use of lethal and less-lethal weapons. Not all police should be carrying guns, and tear gas should never be used—it is illegal under international law.	8/3/2020 11:22 AM
233	Take the time to understand what police currently do, what resources are available to LE and what programs are already implemented before creating mandates. Ensure any mandates are funded. Understand that Vermont LE is not "one-size-fits-all."	8/3/2020 10:56 AM
234	This question is too rigid. I support deescalation training and more social workers. The idea that equipment casues inequality is sophomoric.	8/3/2020 9:54 AM

SURVEY ON POLICE REFORM IN VERMONT

235	Require CIT (Crisis Intervention Team) Training	8/3/2020 9:17 AM
236	Police reform is vitally important, until other systems can REPLACE policing. I support abolishing the police in Vermont, but this can't happen overnight. We need to ensure that poverty, education, mental healthcare, and other social systems are adequately addressed.	8/3/2020 8:53 AM
237	The questions I gave a rating less than 5 would not be adequately answered by a rating. They require discussion.	8/3/2020 8:45 AM
238	The State of VT should better fund police agencies	8/3/2020 7:12 AM
239	Support your law enforcement for the amazing jobs they do.	8/3/2020 5:52 AM
240	I'm in favor of increasing funding for social workers and mental health professionals, but not as an extension of law enforcement. I also need to know that these suggested reforms have actually made a difference in terms of reducing violent crimes.	8/2/2020 7:02 PM
241	clarity on the roles of all law enforcement	8/2/2020 8:31 AM
242	Hire the most qualified person regardless of their race.	8/2/2020 7:23 AM
243	when an officer commits a crime, it is the police unions who come to their defense and often times those individuals win their job back and are put back on the street with no consequence for their actions. any officer who pays annual dues to these organizations are aiding and abetting criminal activity by financially supporting the organizations that enable these deviants to roam free among us. therefore they are just as guilty as those who commit these heinous acts as they have provided material support.	8/2/2020 7:11 AM
244	Have officers be college educated with a degree that combines criminal justice and social work. Pay them more! Support them, offer more diversity training and do more community policing.	8/1/2020 10:54 PM
245	Dispatchers get triage training so they can refer calls to the police to the correct service.	8/1/2020 8:58 PM
246	I want a way to get rid of officers who repeatedly engage in inappropriate behavior during engagements with the public. Swearing and violence on older people are both unconscionable.	8/1/2020 8:31 PM
247	Police. Awareness. Around. People With Learning And Mobility. Disabilities	8/1/2020 5:37 PM
248	Reforms are a short term necessity but defunding and reinvesting money into community safety initiatives, mental health facilities, housing and education is the real change that's needed.	8/1/2020 3:45 PM
249	Better prepare officers for active shooter threats and better prepare police in fighting violent crime	8/1/2020 2:22 PM
250	This is asking people with no law enforcement knowledge to give input based only on what they read in bias news coverage.	8/1/2020 11:12 AM
251	Defund and abolish	8/1/2020 10:17 AM
252	Blue body trauma healing	8/1/2020 9:18 AM
253	Police in VT can always continue to grow and self evaluation, but the sole concern is the police. Pointing fingers at the most visible arm of the government isn't fair or effective. VT and national police agencies have been stating for years that police should not be the primary tool used to treat a number of the call responses that are being voiced today. VT police has indicated as well that mental health is the number one public safety concern prior to the recent opiate epidemic. The lack of services available to those in mental health crisis falls to the police, where the public then critiques from both sides. Fair, I think not. Not having adequate mental health services available to the public and police department should be the focus, not just police reform. This is a separate, ignored health service which you shouldn't "rob Peter to pay Paul." Funds for policing in VT are inadequate currently and can't be striped further. New funding sources need to be allocated into the budget and a plan established before determining mandates on agencies, agencies that are being unfairly ridiculed. Focus on street level resources and an initial/first level response options other than the police.	8/1/2020 7:19 AM
254	Help citizens and police to understand the perspectives each holds	8/1/2020 6:01 AM
255	Why is this issue solely a "police issue"? Why isn't the legislature/select boards held accountable for their role in the issue. The legislature creates unrealistic and unenforceable	8/1/2020 3:28 AM

SURVEY ON POLICE REFORM IN VERMONT

laws. Legislature/select boards lazily look at stats to justify police causing needless law enforcement contacts(traffic stops) instead of positive community policing. Why not educate the public on the role of police and how to properly interact with the police.

256	Make certain Vermont police officers have personal liability protection	7/31/2020 9:57 PM
257	Defund the police and reallocate funds to social and community services. Extra training equals more funds to the police when that money could go to departments more equipped to deescalate.	7/31/2020 7:59 PM
258	Funding police to access services; Funding police wellness; funding body camera purchases/storage; Limiting public records request on body cameras	7/31/2020 7:52 PM
259	Stop letting criminals off Scott free! They should be punished or don't commit the crime your killing our good police	7/31/2020 7:48 PM
260	Certification based on performance not just training.	7/31/2020 7:45 PM
261	Vermont already is a leader in the nation in police practices and community policing. We are a small state, and all officers already receive lots of training in fair and impartial policing as well as training in vulnerable populations. Increasing mental health outreach will not work unless the state chooses to make drastic changes in laws that allow mental health workers to actually help people.	7/31/2020 7:18 PM
262	I love our law enforcement in Vermont I've been through some very scary times and both local and state police were amazing kind and helpful	7/31/2020 7:16 PM
263	I think they should be allowed to do their job. These men and woman face the worst of society and are expected to take their abuse without the abusers being held accountable. The fact that you feel this survey is necessary is ridiculous!	7/31/2020 7:15 PM
264	Make higher education mandatory for police training. Increase training time . Greater psychological testing for Academy applicants.	7/31/2020 6:15 PM
265	I support the police! Thank GOD for our police!	7/31/2020 6:01 PM
266	Educate civilians to NOT resist arrest (5)	7/31/2020 4:48 PM
267	Increase funding to add to police force. Current cops seem to be overworked.	7/31/2020 4:35 PM
268	Remove officers who receive multiple complaints of violent conduct	7/31/2020 3:31 PM
269	Body cameras must include funding.	7/31/2020 2:49 PM
270	Defunding the police won't cure the problem, but education and training for both police and the public are needed.	7/31/2020 1:58 PM
271	if wearing body cameras, require that they are always on and cannot be turned off	7/31/2020 1:23 PM
272	Taking SROs out of schools. Police do not belong in schools and they only exacerbate issues surrounding racial and social bias.	7/31/2020 12:24 PM
273	I feel EVERYONE our state as well as other states are addeing this from the WRONG End! How about actually punishing people for crimes?? Not just a slap on the wrist and send them on their way. How about we actually address the cultural differences in schools and WHY Vermont continues to lose students with disabilities and students of color. The LONGER they stay in OUR SYSTEM The system you all developed, the worse off they are!!! The way we provide education does not work for the most vulnerable in the system, and hasn't worked for a long time. Forcing any child, especially those from marginalized groups, into a system that, as the evidence repeatedly shows, does not work for them is a form of cruel and unusual punishment. The way to lift of and change what people feel are inequities is to educate them so they have the same chance of the life they want as everyone else.	7/31/2020 12:22 PM
274	Training-based "reforms" have proven ineffective for a century. The combatant culture is too ingrained to be trained away without an actually dedicated class of officers who understand the reality of inequity. Greatly reducing the scope of policing and therefore the funding is most critical. Disarming, entirely or at least severely, is too.	7/31/2020 11:52 AM
275	abolish police	7/31/2020 11:44 AM
276	You cannot simultaneously defund (by decreasing personnel and equipment and training	7/31/2020 11:41 AM

SURVEY ON POLICE REFORM IN VERMONT

budgets) while also demanding better training, more advanced equipment, and new deescalatory tactics that almost universally require larger numbers of officers to implement.

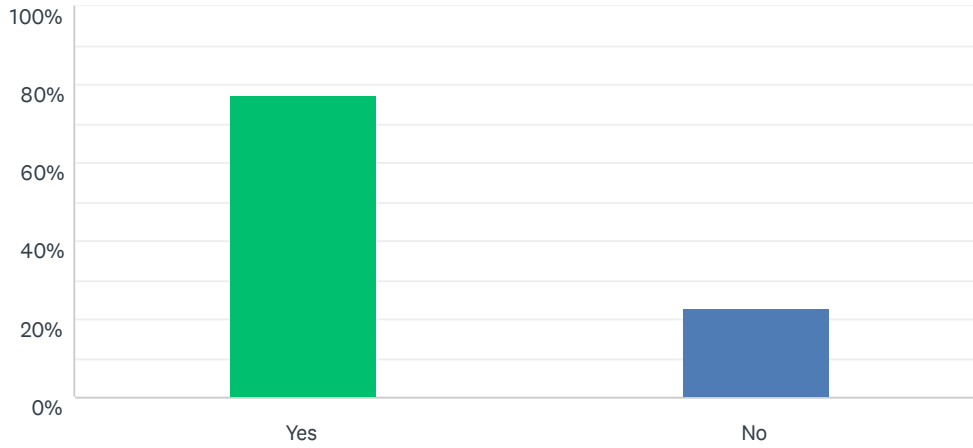
277	Give the departments the time, money and abilities to get the job done! Don't handcuff them and take them out at the knees.	7/31/2020 11:21 AM
278	Police, even in Vermont are tied due to limited resources. As a former Vermont Police Officer i watched mental health and social workers decrease. These resources are a great addition to the system in place. At some point people need to take responsibility for their own actions, ans discipline needs to get back to the home, especially during young ages. There needs to be real consequences for all actions, including both civilians and Law Enforcement.	7/31/2020 11:21 AM
279	Don't know what accreditation would look like	7/31/2020 10:58 AM
280	Reduce the influence of police unions and NRA	7/31/2020 9:21 AM
281	Don't change police tactics for a few bad eggs	7/31/2020 7:11 AM
282	Defund police is dangerous and ridiculous	7/30/2020 11:05 PM
283	Hiring is an issue. No one can pass background test regardless of race	7/30/2020 8:22 PM
284	Reallocate police funding to preventative services!	7/30/2020 7:46 PM
285	Defund police and divert funds to schools and mental health care	7/30/2020 6:40 PM
286	The items I ranked lower than 5 were ranked as such because they would require more money go towards the current policing system, which needs to be dismantled entirely and replaced with a public safety apparatus that actually keeps the community safe (the entire community, especially BIPOC)	7/30/2020 5:56 PM
287	Police officers need more training about vicarious trauma/secondary trauma and how that they are impacted by that tremendously and how that manifests itself in their behavior over time. We also need to speak to the culture created in departments and what needs to change and how that can be facilitated while we still have the police in the capacity that we do now. Overall, we need to defund the police and allocate funds elsewhere to other social programs. Our community needs resources long before they need to call the police.	7/30/2020 4:39 PM
288	I have a colleague (lawyer) in NYC who was on the Civilian Review Board for overseeing Police (obviously given recent events does not always work). VT should have a similar body and might learn something about how such Boards work in other States/Cities.	7/30/2020 4:29 PM
289	The officers need to be community based and accessible even in rural Vermont.	7/30/2020 3:36 PM
290	Citizen oversight or advisory will need relevant training and legal counsel.	7/30/2020 2:29 PM
291	Suggest more of police funds go to providing practical improvements in peoples live and social/mental health services, NOT embed social workers in police departments.	7/30/2020 1:17 PM
292	Reforms such as implicit bias training are important, but when hiring NEW officers, be selective about choosing those who have educated themselves on these issues. Training after the fact of hiring will often be met with resistance and belittling, but asking deep questions about systemic issues of candidates will help you choose people in it for the right reasons.	7/30/2020 12:37 PM
293	Reducing stress and creating more support for our police officers will create a positive ripple effect for all.	7/30/2020 12:04 PM
294	Increase police pay and benefits to attract best candidates.	7/30/2020 10:01 AM
295	The issue of racial inequity goes far beyond policing alone! It is deeply tied to the inequities built into the fabric of our economic system. "The Economy" tends to be a sacred cow, however we must have the courage to look at it and policing simultaneously if one is interested in solutions vs. band aids!	7/30/2020 9:32 AM
296	Simply give law enforcement the tools to be able to police. Put criminals in jail and provide folks needing mental health services the services they need.	7/30/2020 8:10 AM
297	Increase community policing thru school interactions with young people and other positive interactions	7/30/2020 6:50 AM
298	Increase police presence on Church Street and around bars in the late night hours.	7/29/2020 10:11 PM

SURVEY ON POLICE REFORM IN VERMONT

299	Create greater transparency for when officer involved shootings are investigated with an independent review, not an internal one	7/29/2020 9:31 PM
300	Create a system that tracks how many incidents of excessive force an officer has been directly involved in. If an officer has more than (3?--this number should be determined by experts in the field) incidents in the last 7 years, then that officer should not be allowed to promote in rank	7/29/2020 9:06 PM
301	Please educate the public on current police policy and training	7/29/2020 8:16 PM
302	How about starting by actually listening to the law enforcement experts and leaders?	7/29/2020 6:23 PM
303	Dismantle the 'brotherhood' structure of the police department where they all stick together and are afraid to speak out and they should operate under a code of ethics similar to that of social workers. In the future, a college degree should be required for police.	7/29/2020 6:03 PM
304	I think the police have a tough job dealing with a broad spectrum of people. I think that most do a hard job well. If you break the law and resist arrest you should catch a beating not get a hug and let go.	7/29/2020 5:17 PM
305	How about people obey what the officer tells them to do	7/29/2020 4:06 PM
306	I wouldn't think it would make sense for certain types of officers to wear body cameras. And also is there some restriction on if they can record inside someone's home?	7/29/2020 3:25 PM
307	Policing is not the problem in this state. Data sets time and time again show that Vermont police are going great work. Let's defund the legislature.	7/29/2020 12:03 PM

Q2 Would you support a statewide body camera policy to manage use of body cameras and public access to their recordings?

Answered: 1,447 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	77.06%	1,115
No	22.94%	332
TOTAL		1,447

SURVEY ON POLICE REFORM IN VERMONT

#	PLEASE SHARE ANY THOUGHTS ON ANY RESTRICTIONS ON THEIR USE AND ON PUBLIC ACCESS TO THE RECORDINGS.	DATE
1	Public access requests should be layered with a right to Privacy for individuals recorded on the camera. Perhaps blurring faces and silencing sections of audio where personally identifiable information would be possible?	8/22/2020 10:49 AM
2	Incidents involving minors should not be made public without consent from the family. Individual citizen's faces should be distorted if they prefer, or a least be given the opportunity to sign off on them being made public. Whether something is available to be viewed in full by the public should involve questions of privacy for the citizen involved, but not be up to police. Police departments should not get to decide whether something is made public or not.	8/22/2020 8:40 AM
3	<p>End qualified immunity. Vermont law shields officials who abuse their power from meaningful accountability. State lawmakers need to disincentivize police misconduct. Remove police from schools. The presence of "school resource officers" (SROs) disproportionately harms students of color, students with disabilities, and low-income students. We must end the use of police in schools and invest in educational support services. Limit police involvement in low-level offenses. We must prevent unnecessary police interactions which disproportionately impact people of color. That includes limiting police involvement in mental health crises, authority to conduct "consent"-based searches, and discretion to cite or arrest for petty offenses like "disorderly conduct." Ban police use of military-grade equipment and techniques. Police militarization is unnecessary and dangerous. Giving police military equipment encourages the use of paramilitary tactics with civilians, including no-knock raids, as well as abusive "crowd control techniques," such as use of pepper spray, rubber bullets, tear gas, and sound canons. Prohibit use of new and invasive surveillance technologies, including new surveillance technologies, advanced or autonomous weaponry, facial recognition software, and predictive policing technologies. Require appointment of independent counsel outside of State's Attorneys and the Attorney General's office to review and prosecute police misconduct. Increase transparency so that police misconduct cannot be concealed. That includes ending confidentiality for officer disciplinary records and other limits on public access to information. Require robust, systemwide data collection and analysis from police, prosecutors, courts, parole board, and Department of Corrections to detect and eradicate systemic racism. Establish community control and authority over law enforcement, including over police priorities, transparency, and discipline, and end collective bargaining agreement provisions that limit oversight and accountability. INVEST in communities, not policing. It is time to demand that our laws and our investments match our values as Vermonters, and to affirm that Black Lives Matter. Local and state policymakers must prioritize people and communities, not policing and prisons.</p>	8/21/2020 10:52 PM
4	<p>End qualified immunity. Vermont law shields officials who abuse their power from meaningful accountability. State lawmakers need to disincentivize police misconduct. Remove police from schools. The presence of "school resource officers" (SROs) disproportionately harms students of color, students with disabilities, and low-income students. We must end the use of police in schools and invest in educational support services. Limit police involvement in low-level offenses. We must prevent unnecessary police interactions which disproportionately impact people of color. That includes limiting police involvement in mental health crises, authority to conduct "consent"-based searches, and discretion to cite or arrest for petty offenses like "disorderly conduct." Ban police use of military-grade equipment and techniques. Police militarization is unnecessary and dangerous. Giving police military equipment encourages the use of paramilitary tactics with civilians, including no-knock raids, as well as abusive "crowd control techniques," such as use of pepper spray, rubber bullets, tear gas, and sound canons. Prohibit use of new and invasive surveillance technologies, including new surveillance technologies, advanced or autonomous weaponry, facial recognition software, and predictive policing technologies. Require appointment of independent counsel outside of State's Attorneys and the Attorney General's office to review and prosecute police misconduct. Increase transparency so that police misconduct cannot be concealed. That includes ending confidentiality for officer disciplinary records and other limits on public access to information. Require robust, systemwide data collection and analysis from police, prosecutors, courts, parole board, and Department of Corrections to detect and eradicate systemic racism. Establish community control and authority over law enforcement, including over police priorities, transparency, and discipline, and end collective bargaining agreement provisions that limit oversight and accountability. INVEST in communities, not policing. It is time to demand that our laws and our investments match our values as Vermonters, and to affirm that Black</p>	8/21/2020 10:52 PM

SURVEY ON POLICE REFORM IN VERMONT

Lives Matter. Local and state policymakers must prioritize people and communities, not policing and prisons.

5	No restrictions whatsoever.	8/21/2020 9:33 PM
6	This should not be the only solution - plenty of PDs across the country have proven that implementing policies such as this does not guarantee that those policies are followed, or that evidence collected on a body camera will be used to keep officers and departments accountable to the communities they are supposed to serve.	8/21/2020 9:22 PM
7	it would be entirely useless but it's a step i guess?	8/21/2020 8:16 PM
8	While supporting wearing body cameras I am strongly against public access to the recordings. Many times there is personal, medical, and other confidential information released during interactions with police officers. ALL body camera recording should remain strictly private as they are now. They can only be released by court decision or by approval of police authorities. Public should not have access to any police databases.	8/21/2020 4:16 PM
9	Images of people in stressful situations should have their images obscured	8/21/2020 3:33 PM
10	Yes but only if it does not increase police budgets.	8/21/2020 1:54 PM
11	If we invest in cameras for cops, we need to have access or there is little justification.	8/21/2020 1:00 PM
12	Individual citizens or their families request should be able to maintain privacy if requested in specific situations, like police brutality. No one should have to have their child's murder spread over the internet if they don't permit it. The police shouldn't have the same right to privacy - they are on the job.	8/21/2020 9:32 AM
13	What consequences will be put in place for when an officer turns their body camera off? How can citizen accountability play a role in releasing body camera footage quicker to the public?	8/21/2020 9:15 AM
14	Every officer should be required to wear a body camera. Data should be available to ensure accountability in both law enforcement and criminal "justice" since we know that systemic racism exists in courts in a big way.	8/21/2020 8:55 AM
15	Public access should be limited in criminal cases until they have been resolved.	8/20/2020 10:17 PM
16	Definitely important to have well-defined standards for public access, especially when recording private residences, potential PHI, etc.	8/20/2020 10:08 PM
17	I think officers and those they come in contact with have a right to privacy.	8/20/2020 9:45 PM
18	Body cameras yes, but the videos need to be available to the public	8/20/2020 7:54 PM
19	Victims of crime shown on footage should be able to reserve the right to request that the footage not be made public.	8/20/2020 5:57 PM
20	Body cams are a must, but they will not stop the inherent racism of the police system. We need a new system in which we reimagine policing, which from its origins has been flawed.	8/20/2020 4:57 PM
21	While I believe in the accountability/transparency that comes from having access to recordings is important, I believe it's more important to decrease the funding that goes to police departments and increase the funding of social work and agencies already working on public safety in less violent and more strategic ways.	8/20/2020 2:52 PM
22	Body cameras do nothing. They are expensive to buy and even more costly to maintain. We should not pour any more money into law enforcement! Often the cameras don't get used properly and are turned off during interactions, or the police departments refuse to release the footage.	8/20/2020 1:37 PM
23	Body cameras should be required to be ON. Good cops should not be afraid of having their actions recorded.	8/20/2020 1:09 PM
24	Cameras need to remain on at all times on the job. Footage needs to be AUTOMATICALLY part of the public record, with no fees necessary to see footage.	8/20/2020 12:49 PM
25	Body camera footage is paid for by taxpayers, why would it be restricted?	8/20/2020 12:40 PM
26	Privacy is a concern here, so statewide consistency is important.	8/20/2020 12:27 PM
27	If these means making body camera recordings easy to access and transparent.	8/20/2020 12:18 PM

SURVEY ON POLICE REFORM IN VERMONT

28	I support statewide body camera use, but public access to the recordings should be monitored/controlled.	8/20/2020 12:00 PM
29	We do not need to make more BIPOC folks feel watched and observed AND we shouldn't need surveillance for cops to do the right thing.	8/20/2020 11:59 AM
30	Policy should restrict public access to recordings that include sensitive information, such as recordings of the inside of people's houses. However such restrictions should be very limited - inside if people's vehicles should not count, for example	8/20/2020 10:47 AM
31	Town and city police departments should not only be used to protect and serve those who own properties, but also those who rent and live in lower income housing.	8/20/2020 10:46 AM
32	Use always	8/20/2020 10:45 AM
33	On going casing, Not to Break HIPPA And once released the whole footage must be shown not just the pieces that fit one sides situation. This is the only way people can see the whole picture of the situation.	8/20/2020 9:55 AM
34	I support them if we acknowledge they won't solve the problem of police brutality. I think camera footage should be able to be reviewed by the civilian in the video and a police oversight committee	8/20/2020 9:53 AM
35	I don't think body cameras are a bad thing, however I'm not sure this is how we should be spending our money. I would rather see police budgets and the number of people with lethal weapons decrease, and use that money towards social services instead. RE: have an unarmed social worker show up at a complaint, rather than a police officer (with a gun and a body camera)	8/20/2020 9:48 AM
36	Who pays for cost of storage and determines when footage is made public?	8/20/2020 8:25 AM
37	The state or federal government should fund this. This should be mandated with a funding avenue.	8/20/2020 8:24 AM
38	Only access video directly related to an incident.	8/20/2020 6:36 AM
39	This will increase funding to the police. big NO	8/20/2020 12:40 AM
40	Public having access to cameras will aid in the community bullying problems which end destroying the targeted self esteem and essentially causes the target to be more mental distraught	8/19/2020 11:41 PM
41	Neccessary	8/19/2020 11:23 PM
42	I'm not informed enough to have a great opinion on this	8/19/2020 10:21 PM
43	There should be guidelines about privacy for victims and people who aren't charged (or maybe convicted?) of a crime. For example, if I had a domestic dispute and an officer came and debriefed the situation, everyone shouldn't have access to that footage. But if there was a problem, like the police officer called me a name or said something sexist, or roughed someone up, we should be able to view the footage for ourselves and share it if we want to. Idk I haven't thought it all through but there should be some guidance which prioritizes the community's comfort and privacy AND safety. Also, towns and cities ought to be able to have their own, stronger policies vs the state policy.	8/19/2020 10:21 PM
44	I think they should be on whenever a police officer interacts with a member of the public. In the interest of privacy, the video should only be public if the interaction ended an adverse event such as an arrest, injury or murder of a person.	8/19/2020 8:57 PM
45	I would be concerned about unlimited public access to recordings. It seems that there could be some privacy concerns as well as victims rights and sensitivity that would need to be addressed.	8/19/2020 8:45 PM
46	Please honor the wishes of the victims and their families. Blur faces and or modify their voices- any other identifiers. In reporting of crime, please do not place the victim's pic next to the perp's. If I should be murdered/assaulted, I don't want people to forever after associate me with my murderer/ violent criminal. Give me that dignity and respect. The family of the victim should get to view first and be given some counseling on the possible consequences (it goes	8/19/2020 8:31 PM

SURVEY ON POLICE REFORM IN VERMONT

viral on social media) whether or not to release publicly the tapes, whether to blur out identifiers...

47	Public should not see some things that might interfere with a persons right to a fair trial by their peers	8/19/2020 8:20 PM
48	Everything should be recorded. Everything should be reviewed by someone, not sure who. Public access should be granted by a judge or some other oversight, otherwise it's too easy to have information such as an arrest of a person who is ultimately not prosecuted become public.	8/19/2020 8:04 PM
49	Footage of minors and people deemed mentally incompetent should not be fully available to the public, but should be available to civil-rights advocacy organizations such as the ACLU.	8/19/2020 7:57 PM
50	the police have the ability to turn the body cam on and off when they are not being ethical use body cameras at all times but remake the cameras so police can not turn them on or off when they are being unethical	8/19/2020 7:19 PM
51	Yes but let's also realize this doesn't solve any problems just making it easier to punish bad behavior. It also needs to be combined with automatic penalties for missing footage.	8/19/2020 7:06 PM
52	Body cameras should be worn by police officers at all times when responding to an incident and the public should have access to all recordings, without delay or censorship.	8/19/2020 6:16 PM
53	I don't want public access. It would infringe on people's privacy. Perhaps available on request, screening out stalkers and harassers? Definitely a database, but not publicly available.	8/19/2020 6:11 PM
54	Must protect the identity of the innocent and their families.	8/19/2020 6:07 PM
55	Military veterans mandatory 5 years waiting period before applying for LEO .	8/19/2020 6:07 PM
56	I think that if we did go the route of body cameras on police that the recordings be reviewed regularly by police and social workers to constantly learn from their efforts as an educational tool for the police force in developing state of the art for de-escalation techniques and cultural awareness training. Police should receive awards, and other incentives to progress in these vitally important skills. Also, the recordings should be used as evidence to identify and remove rogue police, as we know that those people with abusive, bullying/ mentally ill personality types have been attracted to policing and the military, and are the cause for this restructuring of the police force in the first place. If these types are identified, they should perhaps be given the option of a serious retraining program, itself having the highest level of integrity within all staff, to help those identified individuals get a new start, with very strict supervision, including frequent recorded behavioral reviews. Lip service not to be tollerated at any level, with strict protocal designed to identify this mindset. Good luck! The restructuring and improvement of our police force is an admirable goal, one that can and should be celebrated at all levels of society.	8/19/2020 5:30 PM
57	domestic abuse victims shouldn't be filmed for their future safety	8/19/2020 5:19 PM
58	When there is no one to watch the watchmen, we must have a way to hold them accountable, particularly in policing culture which is rife with covering up for brothers in blue.	8/19/2020 4:07 PM
59	studies show that this may increase the arrest rate.	8/19/2020 12:25 PM
60	I believe public access should be limited to people who need to view footage. Social media tends to escalate things, recordings could be edited using sophisticated platforms. I believe that people have the right to view the footage but it needs to have some guidance and restrictions	8/19/2020 10:56 AM
61	Police officers already carry enough on their persons w/o requireing more. If in larger city maybe but rural, no.	8/19/2020 10:46 AM
62	Police departments will need significant funding for this equipment. Public access should be provided on a need-to-know basis.	8/19/2020 9:11 AM
63	Citizens and the government should use this technology to help protect the people by monitoring police action that has clearly been shown to use that it needs changing.	8/18/2020 9:02 PM
64	Video footage should be available immediatly. My wife a T1 diabetic suffering diabetic keto acidosis nearly died as a result of the lies told by police revealed by the video. Immediate access would have allowed for proper medical treatment that was never received.	8/18/2020 10:13 AM

SURVEY ON POLICE REFORM IN VERMONT

65	Allow the detainee or public citizen to opt-out of being identified in the video when released to the public. Privacy would be an issue for the general public.	8/18/2020 10:07 AM
66	We do need to come up with a way to protect citizens. Could be a very bad moment for individuals and be used against them by others.	8/18/2020 8:57 AM
67	I would support body camera usage but feel public access to them should be limited.	8/18/2020 7:54 AM
68	Protecting public people who are in witness protection or hiding from domestic abusers stalkers. We would not want all public to have access to body can footage.	8/17/2020 4:50 PM
69	No, we should defund the police and invest heavily in impacted communities.	8/17/2020 12:26 PM
70	Yes, but I don't support body cameras as a method to fix policing. This should happen, because it could create a small amount of accountability, but the larger need for embracing community public safety involves investing resources away from police and toward	8/17/2020 11:03 AM
71	As long as media outlets are given factual information to stop providing misconstrued agenda driven narratives. Body cams are supposed to protect both officers and civilians, not just make police out to be mosters.	8/16/2020 9:51 PM
72	Yes as a first step, but I would prefer funds to be taken away from the police and given to mental health and other community support services first	8/16/2020 4:38 PM
73	While I support a statewide body camera policy, research has shown that where body cameras are used today, they are not working- Police are not being held accountable for their behaviors/actions and their actions continue. Vermont would need to enforce in a way that drives accountability and also addresses root cause of qualified immunity.	8/16/2020 12:18 PM
74	Public release of the body cameras should be made available when there are charges of police misconduct.	8/16/2020 12:17 PM
75	Low-hanging fruit, I suppose, but not nearly sufficient.	8/16/2020 9:25 AM
76	Police should have two body cams each. If they seem to have done something suspicious and both body cams happen to have been turned off at the time, they should be fired and banned for life from being police officers in Vermont. They should be required to have the body cams running at all times, and the footage of a person's police interaction should always be available to that person prior to any legal proceeding the person is involved in that is related to the footage. Citizens with mental health disabilities should be able to bar police footage of themselves becoming public. Otherwise, all police footage should be available to the public via a freedom of information request.	8/16/2020 12:17 AM
77	Require consent from primary person(s) being filmed (excluding police officers)	8/15/2020 4:50 PM
78	If any event constitutes the release to the public of any video, the ENTIRE video should be made available instead of the portion which is being scrutinized. Often, there before and after moments are important, as was in the George Floyd case. Also, if there is personal private information in the video (such as DOB, SSN), it could be redacted.	8/15/2020 4:34 PM
79	Body cameras for every Vermont officer is critical if there is to be any kind of realistic and fair oversight.	8/15/2020 12:20 PM
80	NO EXCUSE FOR NOT RECORDING EVERY ACTION OF A COP. Hold cops responsible for over reaction. Get an Attorney General who doesn't rubber stamp every police murder as justified	8/15/2020 9:37 AM
81	I've answered yes because body cameras do afford legal documentation for civilians after the fact. but the use of body cameras has not been shown to significantly impact police behavior or reduce police violence against citizens. As such body cameras are not an effective reform measure.	8/15/2020 8:15 AM
82	If police can take video footage of civilians, civilians should also be able to video record police	8/15/2020 7:42 AM
83	A public list of those accessing the data	8/15/2020 7:38 AM
84	I think that if body cameras are adopted statewide, the recordings must be made widely available to the public. I also believe regulations should be put in place that officers involved in a case of police brutality or police shooting should not be able to watch the video before questioning, that's absurd. And once again, funding something like this should only be a	8/15/2020 7:10 AM

SURVEY ON POLICE REFORM IN VERMONT

stepping stone as we work to decrease our reliance on police through actually investing in communities to provide opportunities. A statewide body camera system is a huge investment of money and is useful if the body camera footage is actually used to discipline police officers who abuse their position (we've seen too many officers, even here in Vermont, who have gotten away with brutality and violence even when there was a body camera footage).

85	My one concern about public access is to protect the privacy of the victims of police	8/15/2020 7:03 AM
86	I think body cameras are an intermediate step before drastically decreasing/eliminating the police force. There should be no restrictions on their use and the public should have unrestricted access to the recordings.	8/14/2020 9:16 PM
87	Privacy Of those filmed needs to be protected	8/14/2020 7:58 PM
88	Release to public only when public is in danger. I do not believe these should be released across the board. They should be used for supervisory reviews, training, retraining, and court proceedings	8/14/2020 6:58 PM
89	Once the police force has been reduced by 95%, this will be easier to implement.	8/14/2020 12:49 PM
90	Body cameras would reduce the lying about what happened. There should be no restrictions on their use. Public access should not be guaranteed, however, because the privacy of the citizens involved must be respected.	8/14/2020 12:23 PM
91	Research on body cameras is inconclusive - they're really only as good as the department using them. I'm not sure if I could support a statewide policy without knowing what the policy would require in terms of storing footage, protecting civilian privacy, and permitting public access. It's more important that we increase civilian oversight of police departments so that there are meaningful consequences when police violate the rules, rather than just generating for surveillance footage and giving police the opportunity to say on camera "I feel threatened" so they can justify their actions.	8/14/2020 9:25 AM
92	Police/Victim Advocates should be able to review recordings prior to release to media/public. But they should not be able to suppress release to the media and public.	8/14/2020 9:09 AM
93	We know that police do behave differently when they know their actions are being viewed by others.	8/14/2020 8:54 AM
94	I'm not sure if police body camera footage should be accessible to the public, but should be available upon subpoena.	8/14/2020 8:40 AM
95	On the surface of the question the answer is yes, but I don't have a complete enough understanding of how body cameras work (or don't work) to provide an answer. There needs to be more education about this technology. Simply setting a policy without deeper thought (FMEA - failure mode effect analysis) may not deliver the desired results.	8/14/2020 7:48 AM
96	Police and departments must be held accountable when an incident lacks camera footage. 1 strike and you're out, ie fired.	8/14/2020 7:08 AM
97	Body cameras yes, but unrestricted public access to their recordings NO.	8/14/2020 7:06 AM
98	They must be turned on during any encounter with a citizen for whatever reason. Access to the recordings should be available to the public when incidents involving allegations of police misconduct leading to bodily injury occur.	8/13/2020 11:15 PM
99	The entirety of the violent end of George Floyd's life was captured by multiple body cameras. The body cameras did not stop that violence from happening. Many incidents of police brutality have been recorded by body cameras and remain unaddressed. Body camera policy work should be secondary to upfront work to create a new first responder system that would prevent that kind of harm from happening in the first place.	8/13/2020 8:55 PM
100	Unfortunately police (Burlington) and Government (VT Attorney General) have shown they're above the law in releasing body cam footage and records under FOIA	8/13/2020 6:54 PM
101	should be a public record within reason and affordable	8/13/2020 5:09 PM
102	Increase transparency so that police misconduct cannot be concealed. That includes ending confidentiality for officer disciplinary records and other limits on public access to information. Require robust, systemwide data collection and analysis from police, prosecutors, courts, parole board, and Department of Corrections to detect and eradicate systemic racism.	8/13/2020 2:55 PM

SURVEY ON POLICE REFORM IN VERMONT

Establish community control and authority over law enforcement, including over police priorities, transparency, and discipline, and end collective bargaining agreement provisions that limit oversight and accountability.

103	Police need to be free to do what they have to do. Thinking that their every move could be displayed on CNN would make them paranoid or at least they would be constantly second-guessing every move they make and thus it would definitely decrease their ability to do their job. They are not movie stars. They are needed to keep us safe. Let them do their jobs.	8/13/2020 11:17 AM
104	This question is unclear to me what kind of legislation I would be supporting. I stand in support of full public access to body camera footage under all circumstances and for police to wear body cams at all times. The purpose of a body camera is for increased transparency and clarity on how officers conducted themselves. The public cannot adequately respond to cases of police violence or harm without full access to body cam recordings. Police are supposed to keep our community safe and so we have a right as residents of VT to be fully aware of exactly how our officers are acting at all times.	8/13/2020 11:09 AM
105	I don't believe the public should have access to recordings. They do not understand the position of the police officer nor the specific laws surrounding arrest.	8/13/2020 10:34 AM
106	The general public should not have access to the recordings. Prosecutors and Attorney generals office should have access upon request.	8/13/2020 10:06 AM
107	Officers should not have to be concerned that public access hacking will take a segment of a recording out of context and post it on social media. Body cameras can protect both officers and offenders, but they also have the potential to be misused. LEOs need to feel as safe to carry out what they need to do as offenders do that they will be treated fairly according to the law.	8/13/2020 9:32 AM
108	While I say yes there is a delicate balance here to transparency and still protecting the privacy. I think this will take a lot of work to develop a fair policy.	8/13/2020 9:13 AM
109	because this is a very expensive storage and retrieval process it should be a State -run entity, not contracted out if possible, and should be for Departments with more than three or four officers.	8/13/2020 8:43 AM
110	Absolutely NOT!! This is a matter for police departments who are trained in this field, not for the general public to play Monday morning quarterback.	8/13/2020 8:42 AM
111	Enough is Enough! It's hard enough getting police officers. Would you put your life on the line everyday 24/7 for ungrateful people and then the police officer becomes the "criminal" when something happens. I am a law abiding citizen, God Loving. I follow the law and pay taxes and work for a living, I don't want my safety being jeopardized because of bad apples. DONT PUNISH THE CITIZENS OR THE POLICE OFFICERS BECAUSE OF THE CRIMINALS! Keep the media OUT or make THEM wear cameras so the WHOLE truth is heard not just enough to keep the HATE going.	8/13/2020 8:25 AM
112	I would support this because if body cameras are going to be in use, then it's important to have a policy that allows for public access, but think it's important to say that the science doesn't back up body cams as being an effective method to lower rates of police violence. More effective methods are outlined at 8cantwait	8/13/2020 7:39 AM
113	I think body camera footage should be immediately available for any case.	8/13/2020 12:28 AM
114	I'm not sure they should be made public. I worry that it may be misunderstood. It should be used to understand a situation and if discipline needs to happen. And for training purposes.	8/13/2020 12:16 AM
115	Officers of the law are human beings. They shouldn't be treated like they are owned and operated by citizens. If there are discrepancies that warrant rewinding the incident by all means but don't open a can of worms we aren't ready to deal with	8/12/2020 10:00 PM
116	Seems like a great idea for oversight	8/12/2020 7:47 PM
117	I believe public access to the recordings is important, but it should be restricted in cases that are likely to have negative back-lash for the victim. All recordings must be available to victim's lawyers.	8/12/2020 7:01 PM
118	Body cameras okay. But not make available to public. Regardless of the incident being questioned.	8/12/2020 6:44 PM

SURVEY ON POLICE REFORM IN VERMONT

119	Accountability is vital, without that too many continuous mistakes slide through the cracks.	8/12/2020 6:40 PM
120	I would support the use of body cameras not for public access but for the protection of the officers and others involved	8/12/2020 6:13 PM
121	I would not support the public access piece unless absolutely necessary. Use it more for accountability of our officers, follow up trainings and reviews, etc	8/12/2020 6:07 PM
122	I think they are a good idea because they can help protect the officers from false accusations	8/12/2020 5:49 PM
123	Cameras are expensive. Don't mandate unless you are going to pay for them.	8/12/2020 5:32 PM
124	Police officers need to have discretion due to the protection of witnesses and criminals as well , The Public has zero need for any information untill the arrested is brought to court and found Guilty of a crime , the liberals and loosers , you know , the dope smokers etc , want a free pass , and the press wants the police to be the bad guys , all this is due to Black folks breaking the damn law and crying discrimination , enough of this , enforce the damn laws and leave the police alone , if their is a bad cop , deal with them , stop all the other horseshit Now	8/12/2020 5:29 PM
125	Yes but the recordings should not be automatically public but made public when needed	8/12/2020 5:26 PM
126	I would support state-wide legislation on the use of body cameras and public access to recordings, as A PART of HOLISTICALLY reforming the oppressive systems in our state of Vermont.	8/12/2020 5:00 PM
127	I would be concerned with underage or victim information being readily available to the public, but I do believe ALL law enforcement should wear a body camera	8/12/2020 4:51 PM
128	Policy for public access to their recordings will need to be carefully developed to respect and protect privacy issues. Also, there should be a clearly defined policy for the reasons that citizens can request copies of body cam recordings, how the requests are submitted and processed, and what can be done with the recordings when released.	8/12/2020 3:08 PM
129	Restrictions should be in place to guard against open public access to recordings involving victims of crimes. (e.g., video revealing identities of sex assault survivors, videoed encounters with victims of violence at the scene of the crime)	8/12/2020 2:13 PM
130	I am very concerned that the governor and police departments have again NOT found sufficient funds for body cameras. There is widespread support but no money? Let's make body cameras a real priority next year. Can that happen through the legislature? I don't have sufficient knowledge to encourage restrictions but I would agree that some restrictions are likely needed to protect innocent people - or, at least, people who have not yet been proven guilty. Those restrictions should not be from legal or court access.	8/12/2020 2:04 PM
131	Yes, but please do not stop here. In public viewings all faces of the public especially our BIPOC neighbors must be blurred unless they're identity is specifically consented to because we have seen public footage used by people to kill or kidnap BIPOC.	8/12/2020 1:54 PM
132	Public access if requested - not published	8/12/2020 1:41 PM
133	limit public access appropriate	8/12/2020 12:45 PM
134	If by managing their use and access you mean that all citizens will have access to the footage, then yes.	8/12/2020 12:08 PM
135	Public access only in cases under investigation or where a report of abuse by police has been made.	8/12/2020 11:54 AM
136	This is also important in domestic violence cases were "friends" of an abusive police officer or sheriff are still sent to a victim to assist and often to dissuade the victim from taking official action	8/12/2020 11:49 AM
137	I don't know enough about this and what the drawbacks might be. It would be great to have some public discussion about this.	8/12/2020 11:33 AM
138	Who pays for body cameras for all LEO's and the maintenance/storage etc?	8/12/2020 9:33 AM
139	Body cams should absolutely be mandatory...and kept on all times. The body cam footage needs to be public record. Police should not be able to buy bigger guns with body cam money.	8/12/2020 9:15 AM
140	Access should be restricted to those cases where there are questions as to what happened	8/12/2020 9:05 AM

SURVEY ON POLICE REFORM IN VERMONT

during the interaction. Privacy is important. I don't think just anyone should have access.

141	I support all efforts to improve transparency, data collection, and community oversight of police. Generally, as a reform, body cameras have not resulted in the improvements promised. I do not support throwing more resources at body cameras. Only a policy intended to improve the use we get from the cameras already out there would be acceptable.	8/12/2020 8:55 AM
142	I support officers wearing body cameras however I do not support the public having access to every recording. If the department and/or State decide to release footage from an officer involved shooting it should only be done so after the incident has been completely reviewed and findings have been made, not before. Along with the release of the footage, a narrative should be released explaining what the officers (s) did and why it was or wasn't justified. I believe I have seen something similar with Flagstaff Arizona Police Department.	8/12/2020 8:29 AM
143	A lot of recordings are no one's business but the people involved. And where is the state going to get the money for that level of data storage??	8/12/2020 7:57 AM
144	We just need increased training and continuity in the way they are trained. Vermont has a good start on this considering we are one of the only states with a statewide academy that it uniform in its training.	8/12/2020 7:26 AM
145	Will Doctors and Judges being wearing them too?	8/12/2020 12:11 AM
146	Body camera footage must be accessible and free to access. Officers at any rank who fail to wear their cameras or have their camera off should be penalized.	8/11/2020 9:26 PM
147	I would support such a policy , although I would not support public access to the recordings.	8/11/2020 8:40 PM
148	I think there should be restrictions on public access and on protecting the privacy of victims.	8/11/2020 8:35 PM
149	Body cameras should be used whenever police interact with the public, not just traffic stops. Individuals who interact with the police should have the option of their being the only ones who can view the recording.	8/11/2020 8:29 PM
150	Protect privacy rights of detainees.	8/11/2020 7:17 PM
151	body cameras are the first step towards accountability for actions taken; reasonable judgement needs to be taken when determining the type of body camera footage that can be shared with the public	8/11/2020 4:34 PM
152	I would need to see what the policy says exactly, to include storage of media, public release/accessibility, as well as privacy issues for the LEOs (doxing, restroom breaks, private calls while on duty, etc...). Until a "policy" is fleshed out in full, I can't say whether I would support it or not.	8/11/2020 3:56 PM
153	Too much oversight is never a good thing!	8/11/2020 3:12 PM
154	While body cameras can show a POV to the viewer, they do not accurately reflect the entirety of the incident and too often the camera does not capture what the officer observed. As an analogy, the Superbowl has over 20 camera angles on nearly every play and even in instant replay the players, referees and fans can all come to different conclusions.	8/11/2020 2:48 PM
155	the cost of such a system would be far too expensive, including the personnel and time it would take to redact the recordings so as to protect privacy rights	8/11/2020 1:33 PM
156	I support statewide body cameras but I do not support public access to the recordings as it creates an avenue for bias and manipulation of footage that may not accurately reflect an event.	8/11/2020 1:25 PM
157	Depending on what that specific bill says, this could be useful toward the goal of increasing transparency. I support the ACLU's 10-point plan to reimagine policing, which includes "Increase transparency so that police misconduct cannot be concealed. That includes ending confidentiality for officer disciplinary records and other limits on public access to information." This may include enforcement of body cameras, and a requirement that what is captured on camera, along with disciplinary records, be available to the public. You can view the 10-point plan in full here: https://www.acluvt.org/en/plan-reimagine-policing-vermont	8/11/2020 1:21 PM
158	It was blown way out of proportion	8/11/2020 12:55 PM
159	Let the judicial system do its job.	8/11/2020 12:22 PM

SURVEY ON POLICE REFORM IN VERMONT

160	Police respond to a great deal more than criminal acts, which through the court would be public record. If there was public access to those video's and records, much of it would/could be to shame people publicly. If someone without a need obtained the video's they can be shared immediatly with the world via social media, (which is a problem in itself). Police respond to family fights that are not domestic assaults, mental health issues, social economic issues. Most of what they deal with is of a personal matter and very private and LEO's are descreat in those matters. If people knew that public could view their video's, it may keep some victims from calling police until it were to late.	8/11/2020 12:13 PM
161	The public should have a justified need to have access to the recordings.	8/11/2020 11:54 AM
162	Expense is great and would cripple police budgets	8/11/2020 11:30 AM
163	Body cameras should be operational for all police interactions, and the video readily available to the public	8/11/2020 10:55 AM
164	Protecting identity of those being filmed - especially minors.	8/11/2020 10:29 AM
165	Privacy should be maintained. Police are sometimes called to respond to situations where people need privacy. There should be careful policies set to determine when the body can footage is available to the public.	8/11/2020 8:39 AM
166	There needs to be funding for this though. Storage space is expensive.	8/10/2020 10:41 PM
167	I think money could be spent different ways than body cameras.	8/10/2020 8:46 PM
168	Again, this is just one very small step that should be taken in the process of replacing the entire system. But as public workers, the police should have body cams on at all times, and footage should be accessible to the public.	8/10/2020 7:26 PM
169	Body cameras won't stop racial profiling or police violence against POC. George Floyd and many others were killed by police who were wearing body cameras. I do feel however, that body cameras could help hold police accountable after violent incidents, and help to determine who is at fault in a court case, so you might as well use them, and for them to be used effectively, the public must have access to the recordings.	8/10/2020 5:52 PM
170	There should be transparency when the law is being upheld. This ensures protection for both the officer and the suspect being questioned.	8/10/2020 5:48 PM
171	PUBLIC ACCESS, seriously. Much of this is private, innocent until proven guilty for the person being arrested/detained and the officer. Where are MY rights here!!!	8/10/2020 5:31 PM
172	I don't think the public needs access to all recordings	8/10/2020 5:04 PM
173	At this point, I don't think I have enough knowledge of the issue to support. I do think if there are video recordings they should be available to those who seek them.	8/10/2020 5:02 PM
174	We've seen the body cameras do not stop police violence and do not increase police accountability, therefore this is not the answer. The answer is defunding police departments.	8/10/2020 4:57 PM
175	I would support it but I would not prioritize it as an efficient use of state spending if the end goal is improving racial justice in VT policing. How many times do we need to hear that officers didn't turn their cameras on, or turned them off, or flipped them onto the ground, or that the state didn't release body cam footage, or...the list goes on and on. I also do not support any police reform that involves added investment in police, as we need to work towards re-imagining public safety without them, and thus, defunding them. Time is up on Black people dying at the hands of people who were sworn in to protect and serve them. We've had the past two centuries to reform them, and look where that's gotten us. To George Floyd. To Breonna Taylor, 26 years old, beloved daughter, granddaughter, friend, aspiring nurse, asleep in her bed. Murdered by police. Time is up. The American police force has proven itself mutually exclusive from the idea of public safety for all. It has proven itself to be a racist institution, and in 2020, as Americans beg for racial justice, the police as we know it must fall to the wayside as we welcome true public safety for all. Listen to Black leadership. Take it upon yourself to be informed by their perspective, their lived experience, their horror at flashing blue lights, and act decisively for a better future for ALL Vermonters.	8/10/2020 4:36 PM
176	Would depend on the specifics of the legislation. 100% of body cam footage would need to be publicly accessible, via internet, without requiring prior request within a short time period (24-48 hours). This poses a privacy concern for citizens but if body cams are in use this is the only	8/10/2020 4:08 PM

SURVEY ON POLICE REFORM IN VERMONT

moral way to handle that footage. Other option is no body cams but I think pandoras box has already been opened on that.

177	Police should not be able to choose when they want to show their body cam footage or not. It should be a known red flag if officer(s) choose not to show the footage or choose to turn it off. This is unacceptable and should be treated as such.	8/10/2020 3:49 PM
178	Not without training to encourage personal accountability (rather than external accountability) for officers.	8/10/2020 3:02 PM
179	This footage should be used to hold police officers accountable. If an officer turns off their camera, that should be an immediate offense.	8/10/2020 2:22 PM
180	Though it's important to have a record of police interactions, we should be focusing on fundamentally rethinking public safety.	8/10/2020 1:14 PM
181	Not if it costs more money. Unless you match dollar for dollar find you put toward helping people	8/10/2020 12:51 PM
182	I believe that such a policy would violate the Fourth Amendment to the Constitution. See Katz v. United States, and the reasonable expectation of privacy doctrine. The thought of Government agencies installing an electronic monitoring device, and collecting information on any American Citizen, absent probable cause, or a search warrant is abhorrent. More than one third of an Officer's day would be subject to a non-consensual Governmental presence and surveillance, absent any cause. If a citizen's person is not off limits to the Government, what's next? A slippery slope indeed.	8/10/2020 12:47 PM
183	Victims may not want footage of violence against them shared.	8/10/2020 12:31 PM
184	I support body cameras support body cameras for law-enforcement to protect them. I think access by the public to those recordings should be monitored very very carefully by appropriate state officials.	8/10/2020 12:26 PM
185	I support this measure if there is unlimited funding, but would prioritize increasing funding for mental health services and social workers before prioritizing body cameras, which keep the existing system in place.	8/10/2020 11:24 AM
186	Privacy concerns are important, though I am unfamiliar with current law in this area.	8/10/2020 11:09 AM
187	There should be no restrictions and footage should be accessible to anyone. Every on-duty police officer needs to have a body cam ON at all times.	8/10/2020 10:31 AM
188	The individuals being recorded and the officers have a right to privacy and the policy should carefully weigh that right to privacy with the public's right to know what transpired. On average, the scale should tip towards privacy.	8/10/2020 10:05 AM
189	There are a lot of things that this would entail. Human privacy is a key concern of mine, and I do not think that just anyone should be able to view footage of anyone else. I believe that the tape should be segmented according to who is in the footage, and only the person in the footage should be allowed access to that footage. However, I think there should be exceptions to this rule, i.e. someone's family wants to see footage of their brother, sister, parent, etc.	8/10/2020 10:00 AM
190	I think that public access to camera footage has to be strictly defined. I also prefer a community approach to camera policy, not state.	8/10/2020 9:48 AM
191	I agree with police departments statewide having body cameras, but it should be left up each department to manage. As far as allowing the public to have access to THEIR video, yes, but this can be done through each department by the individual making a request to the department. All Juvenal cases would need to be handled differently according to the law.	8/10/2020 8:16 AM
192	FULL PUBLIC ACCESS	8/10/2020 8:03 AM
193	Yes that is something we would need for the current system, but ideally we would not have police patrolling everywhere harassing people.	8/10/2020 7:57 AM
194	The general public should not have access to body camera footage so they could take said footage out of context. Body camera footage should be restricted to Police and the Court System to view only. There is not a Police problem in this country, of the millions of incidents that police are involved with nationwide each year the vast majority of those are smooth and successful.	8/10/2020 6:40 AM

SURVEY ON POLICE REFORM IN VERMONT

195	When government gets involved, price goes up, and efficiency goes down.	8/10/2020 6:10 AM
196	I support body cameras. There should be no restrictions when it comes to arrests or dealings with the public. Once the department has reviewed all footage, I have no problem allowing public assess, however, if that access was to be publicized, then the entirety of that footage should be shared and not snippets.	8/9/2020 11:30 PM
197	While wearing body cameras is a very valuable and important tool for police officers, there are serious and significant challenges to a "public access" policy around them. Currently, body camera footage is available through legal channels, to the appropriate audiences. I would fear that a "public access policy" would be hastily written without thinking through implications and ultimately result in more harm than good.	8/9/2020 9:21 PM
198	I think in the case of a death, no matter how it occurs, It's worth considering the deceased family's role in deciding if that footage is released.	8/9/2020 9:16 PM
199	Police should be forced to wear body cameras and be penalized for not using them when on duty or turning them off. They should become immediately available to the public if an officer uses force. However, body cameras are shaky and ineffective in changing the behavior of police officers when on the job. What would be more effective is removing police officers and changing the public safety infrastructure.	8/9/2020 8:46 PM
200	Public access should only be allowed after any legal or court proceedings are complete.	8/9/2020 7:25 PM
201	Total public access to recordings could cause askewed versions of a situation, unless people unless legislators making this law and those in the public in favor of the law ride around with police officers in dangerous situations.	8/9/2020 3:56 PM
202	They should always be on and their footage should be made immediately available to the victim or victims family of the crime and available for scrutiny by their chosen representative. If the citizen chooses to share, that's on them. Perhaps the footage could be locked to ensure the "before" footage is also seen.	8/9/2020 3:25 PM
203	they should be available to the defendant/person talked to, by searching time and badge number.	8/9/2020 2:42 PM
204	See my above comment. Body cameras have shown to be useful with documenting police violence. However, they cost money and can be "accidentally" turned off.	8/9/2020 12:17 PM
205	I do support body worn cameras with responsible use policy, but the rights to privacy that citizens have create far too many issues to make a public database feasible. Also, making every video available will give too much opportunity to nitpick actions officers take and create a culture where differences in style and approach will be used against the officer and department.	8/9/2020 8:11 AM
206	I believe there is an over reaction to the small number of police mis behavior. There are a very limited number of events and this has been blown way overboard.	8/9/2020 7:29 AM
207	I think this is a nice to have, but not a must have, in Vermont.	8/9/2020 6:17 AM
208	I think that the use of body cameras ought to be used to keep officers from abusing their power. I also think they are helpful in protecting both the citizen and the officer from any false allegations around their interactions. I would want to see some kind of policy that would not allow the video footage to be used in a manner that would humiliate or shame the person in who is questioned or in custody - i.e. leaking them to the press, showing them to other officers for sport, etc. The videos cannot be just another way to oppress people of color, people with disabilities, mental health issues, or even repeat criminals who likely have histories of trauma and oppression.	8/8/2020 10:06 PM
209	There need to be clear penalties for officers who "forget" to turn on their camera or obscure the footage.	8/8/2020 9:52 PM
210	There is a balance here.... policing has to be a job that people actually want to do. Too much "oversight" will mean no one wants the job and we'll be WAAAY worse off than we are now. Common sense, folks, common sense!	8/8/2020 5:47 PM
211	With the caveat that the public does not have access to the recordings until the investigation is complete. The public runs with half truths and the damage is done unnecessarily when people jump to conclusions.	8/8/2020 12:13 PM

SURVEY ON POLICE REFORM IN VERMONT

212	Victims identify needs to be protected	8/8/2020 9:47 AM
213	That would give them more money. Not working toward abolition.	8/8/2020 9:40 AM
214	Yes, and all officers tampering with body cameras should be charged with destruction of evidence.	8/8/2020 9:17 AM
215	The public should not have access	8/8/2020 8:33 AM
216	I would not want a state-wide policy to inhibit localities from requiring universal use of body-cams and dash-cams, and or from transparency policies in sharing.	8/8/2020 7:27 AM
217	I think it would make the most sense to have someone moderating the video, not part of the police dept. my reason being if it's a personal sensitive case we still owe our people the right to privacy. Rape, assault these types of cases.	8/8/2020 4:18 AM
218	Be careful what you ask for. Those cameras will be filming 24/7 even when you aren't doing anything...	8/8/2020 1:56 AM
219	Body cameras will only be useful if they cannot be turned off and if the footage is reviewed by someone who has no conflicts of interest with the police. When cameras are only used for internal review or when officers can turn them off to commit acts of violence, things can get covered up. If body cameras are mandated, there should not be an increase of police funding to cover their cost.	8/7/2020 7:44 PM
220	Body cameras are an unfortunately necessary evil of a corrupt system. It is a stop gap measure to ensure that basic rights are adhered to by men with military grade weapons. To be clear, such a policy does not begin to address the problem of unaccountable police abuse of power, especially at the hands of BIPOC folks. Don't spend too much time on this. Pass it and move to changes that will really address the systemic causes of the corruption.	8/7/2020 7:40 PM
221	Public Access to body camera footage prior to an investigation being complete will interfere with ANY individuals right to due process and a fair trial.	8/7/2020 7:37 PM
222	Immediately share body camera footage to stop the manipulation of the media and anti-government groups attempting to destroy the rule of law.	8/7/2020 6:37 PM
223	Need clear guidelines as to when footage is made public to protect privacy and confidentiality.	8/7/2020 6:36 PM
224	All officers need to be accountable for their actions. This must include over site including the review if all interactions with the community	8/7/2020 4:45 PM
225	Not needed	8/7/2020 4:08 PM
226	If the cameras are worn, then the recording that they have made should be admissible as evidence to either exonerate or condemn an officer's actions or the actions of other subjects of the recording.	8/7/2020 3:39 PM
227	Yes on policy - maybe on public access. Should have a liberal policy on public access that requires some purpose for viewing footage	8/7/2020 3:34 PM
228	privacy of the other person, they must consent to release footage - we do have an innocent until proven guilty approach - if the person interacting with the police consents to releasing the info, then fine.	8/7/2020 3:28 PM
229	again, I truly believe the policing system needs to be completely changed - putting on body cameras did not stop people from getting murdered, it has not led to indictments, loss of jobs for bad conduct or blatant murders, not in any real numbers. this is a bandaid for a bigger systemic issue, and the bandage continues to leak around the edges, there has been no real change in policing conduct or actions, or entitlement towards violence since the beginnings of body cams. the police who are entitled towards violence, racism, murder, and blatant bigotry are still acting in that vein, and are still supported by the system. the system itself needs to go.	8/7/2020 2:45 PM
230	Public access would violate the privacy of people interacting with the police. It would likely also create a bottleneck of requests costing the police to process. Access is important but there must be a system in place for protecting privacy and managing requests.	8/7/2020 12:13 PM
231	Not all police departments are the same. The policy should fit the department and the departments functions. There are case that are under investigation and other juveniles case	8/7/2020 11:31 AM

SURVEY ON POLICE REFORM IN VERMONT

and information that should not be released to the public.

232	All officers should be required by law to wear a properly functioning body cam at all times while on duty. It should be considered a crime to purposely turn off a body cam while on duty. Body cam footage should be publicly available. There needs to be accountability for the actions of officers.	8/7/2020 11:28 AM
233	Enough already. You all seem to think you're Che Guevara but you're not. Things aren't that bad. Being loud does not mean you are always right.	8/7/2020 9:56 AM
234	With the notion that police officers will be afforded the same opportunity to see their body camera footage before making required statements in critical incidents. In the public's eye and often time their Dept's directives, police officers don't have the right to remain silent like every other citizen does and therefore they should be allowed to view the evidence that the state would require them to obtain day in and day out...their own body camera footage.	8/7/2020 8:17 AM
235	General public are not trained professionals that will fully understand procedures / techniques when handling a life or death situation. Providing the untrained access to information at any time without knowledge of procedures OR the entire extent of the situation leads to a bias perception of how it was handled.	8/7/2020 7:17 AM
236	Have to establish and quantify why there is need for access to negate unwarranted abuse and harassment of law enforcement officers.	8/7/2020 6:35 AM
237	Not public access	8/7/2020 6:27 AM
238	Data has shown time and time again that body cameras (which would increase police budget) DO NOT reduce police brutality and dangerous policing practices.	8/6/2020 10:46 PM
239	I feel the public should only have access if they have a vested interest in the footage. I don't think just anyone, at anytime should be able to see footage just because they're curious.	8/6/2020 9:47 PM
240	The public should have access to footage free of charge	8/6/2020 9:26 PM
241	Body camera usage should be mandatory, no exceptions, and there should be absolutely no restrictions on anyone viewing the video because it is a public record, created by a public agency.	8/6/2020 9:22 PM
242	I support this if the statewide policy is to increase access and transparency of the footage. I think there should be a public repository of police footage available for review. The footage should protect the identity of the person (potential victim of police violence) when necessary - but by blurring recognition of the individual instead of censoring the entire footage. Police officers' names and badge numbers should be easily identified and searchable to see footage per officer. Accounts of force or misconduct should be searchable. The footage should be tagged with basic information for searchability so trends across departments, geographies, officers, race, use of force, misconduct, etc. can be identified.	8/6/2020 9:00 PM
243	Closer to 'unsure' than yes. I'd like to know what the police force thinks, what the cost would be, and where else the money could go. If it's either/or with with mental workers, I'd vote for mental health workers WITH the police to deescalate.	8/6/2020 7:31 PM
244	The problem is that if the camera fails, doesn't charge or an emergent use of force the officer is to be blamed automatically. Maintain a high level of character and hire based on the best PERSON for the job, not based on color, gender or sexual preference	8/6/2020 5:17 PM
245	Some interactions with police are not criminal in nature and the video should not be public.	8/6/2020 5:02 PM
246	No restrictions, except with public viewings of children and content with personal nudity	8/6/2020 4:50 PM
247	I would only support body cameras for police when other government employees (this means you legislators) are required to wear them. The same access should suffice for all government employees.	8/6/2020 4:14 PM
248	Only those with party status should have access to the tape and no editing should be allowed.	8/6/2020 3:55 PM
249	There isn't strong evidence that body cameras change outcomes of police interactions as much as was once thought, and they are extremely expensive. Also, when the footage is released to the public it can result in re-traumatizing the victim over and over when the footage is viewed and commented on.	8/6/2020 3:23 PM

SURVEY ON POLICE REFORM IN VERMONT

250	Only if that policy demanded that the footage be accessible by the public. If the police truly are public servants who "protect and serve", are we the public not precisely the people who should have access to view the evidence of their service? This policy must have strict governance over KEEPING THE CAMS ON, and not allowing officers to turn them off while in uniform or using police equipment. We are seeing their brutality through outsider's footage - why are we not seeing it from their cams??? BLACK LIVES MATTER. ABOLISH THE POLICE.	8/6/2020 2:33 PM
251	If someone makes a false complaint they need to be arrested	8/6/2020 2:29 PM
252	While the footage from body worn cameras can be important pieces of evidence, they can also be misleading, are imperfect, and are financially costly.	8/6/2020 2:09 PM
253	Videos involving victims or innocent bystanders not taken on public property should be edited to anonymize the non-offenders.	8/6/2020 1:45 PM
254	There should still be a formal freedom of information process.	8/6/2020 1:35 PM
255	Citizens that do not want to be recorded.	8/6/2020 1:33 PM
256	Initially, I thought this would be a good idea, but upon further thought I have some grave concerns about this. Mainly, I am concerned that this measure is investing more money in a system rooted in slavery, oppression and racism rather than creating something new to make sure everyone can have food, health care, a warm safe place to live, feel safe, and thrive. (For more info on the origins of policing: https://www.npr.org/2020/06/05/871083599/the-history-of-police-in-creating-social-order-in-the-u-s ; https://plsonline.eku.edu/insidelook/brief-history-slavery-and-origins-american-policing ; https://www.newyorker.com/magazine/2020/07/20/the-invention-of-the-police). Additionally, there are some concerns around body cameras and there use as a surveillance tool.	8/6/2020 1:28 PM
257	I would support this only in part. I feel that the footage should be highly restricted as some footage could be very damaging to victims and witnesses and people experiencing a mental health issue. So I feel that the state law should restrict these videos. I will use this simple issue I gt pulled over and I am having a bad day and say things to the officer that i wish i did not say. Then a friend wants the video because he thinks its funny I got pulled over. he now posts that on Facebook which then causes me a lot of embarrassment and possibly losing my job as I was wearing my company work shirt.	8/6/2020 1:24 PM
258	Statewide body camera use yes. Free range on public viewing no.	8/6/2020 1:03 PM
259	If the state mandates this I think the state should pay for and provide the personnel and resources for agencies to comply.	8/6/2020 1:02 PM
260	We need to be mindful of people's rights to privacy. That the recordings can take up a large amount of space and this can be very expensive for some departments. I believe departments who have had BWC this has been a huge asset and has helped the officers do their jobs. The public also has to remember that the bod camera doesn't capture everything that is going on and that there may be a malfunction and in certain instances the person may request the officer to shut the recording device off. There will be information that is sensitive and need to be redacted at times. That will be very time consuming for small departments and costly depending on who will be in charge of performing that task.	8/6/2020 1:02 PM
261	You would want to blur out victims and ensure the privacy of suspects.	8/6/2020 12:57 PM
262	I'll leave that policy development to officers to give pros/cons. It should be noted that these cameras also protect officers when they are accused of inappropriate use of force.	8/6/2020 12:19 PM
263	While the use of body cameras is a good idea. Having a specific reason for releasing the recordings is important. Not just because someone wants to see it. Often people requesting the video or reviewing the video are viewing it from a very different perspective than the officers present at the time of the incident.	8/6/2020 12:15 PM
264	There are some instances where the public will only talk to the police off the record and this would prevent the public from doing so. There are also times when victims/witnesses identities need to be kept from others and this would also prohibit this. The public should not be able to view this recordings without some form FOIA restrictions.	8/6/2020 12:15 PM
265	The policy will break your phone and stomp your teeth into the back of your throat. Any and all cam footage taken by police, should be made public, that same hour it was taken. Not later today, Not if we get around to it, Not next week. No. Imprison any cop that turns off his	8/6/2020 12:09 PM

SURVEY ON POLICE REFORM IN VERMONT

camera, and covers their name tag, because you know they do that for one reason only. Further more, if any law enforcement official disrupts a civilian recording an incident, it's an automatic 30 year prison sentence in general population, and the officer must wear a bright black and red t-shirt that says, "FORMER COP" on it. I hope I am clear. Little wins don't win. You need to be hard, and fast, and start SEVERELY punishing anyone that acts as a public servant, and abuses their authority. That means, Priests, politicians, police, the military, the national guard, the federal police, hired mercenaries, all of them.

266	Should not be an unfunded mandate for local agencies. Should be funded and administered through the Department of Public Safety	8/6/2020 12:00 PM
267	Digital bodycam footage should be uploaded at the end of each shift to a non-department location where it can be stored for a period of 30 days prior to destruction to allow any incident time enough to be flagged and for that relevant footage to be both accessed and tamper-proof. No editing (turning on/off of the bodycam) should be available to officers. Raw, unredacted footage should be uploaded at the end of each shift. If the footage is requested for any purpose, a group comprised of both public and State government (with the majority being public) should decide what footage is/is not redacted. Officers should be made aware that while on shift, all of their actions are being recorded.	8/6/2020 11:59 AM
268	Crimes involving children, sexual assaults.	8/6/2020 11:10 AM
269	Body camera video should be accessible to the public if the release doesn't compromise a police investigation. It would be helpful if context was added as has been done in departments like LAPD, since raw videos can be difficult to follow without knowing the context of the encounter.	8/6/2020 11:03 AM
270	Accountability and sufficient transparency is already provided through public records law, and several levels of review of these recordings in enforcement incidents, including by the courts, defense attorneys, prosecuting attorneys, and the attorney general's office. Redundancy and financial strain would be issues here.	8/6/2020 11:03 AM
271	Train people in law enforcement to act on behalf of public safety and to act as if that community is watching. In municipal government we have Open Meeting Laws to provide public access to our process. Those who serve learn to adapt and respect the citizens as witnesses and participants. It is a paradigm shift needed in the concept and support for public safety.	8/6/2020 10:53 AM
272	I am not sure. Bennington used recordings during a public meeting to shame an individual who brought complaints to the police. It is horrifying to think that recordings could be used this way.	8/6/2020 10:45 AM
273	It cannot be an unfunded mandate, and it must be the state of the art cameras.	8/6/2020 10:35 AM
274	The cost to small agencies would be astounding and not feasible to all without assistance	8/6/2020 10:32 AM
275	NA	8/6/2020 10:32 AM
276	Police should always have to wear them on the job. Public access should exist, but also protect people's identities and privacy.	8/6/2020 10:03 AM
277	1. Mandatory to wear them 2. Mandatory to have them turned on during all interactions with the public / individuals 3. Suggest that their content be reviewed as part of the employee salary review process. Reward considerate behavior. DO NOT reward bully behavior. Also use their content to prioritize who needs more training.	8/6/2020 9:59 AM
278	Videos should be accessible within a week of the event. If an officer turns off their camera, they must be charged with destroying evidence.	8/6/2020 9:36 AM
279	LEO's must face consequences for turning off, restricting the view of, or manipulating camera footage.	8/6/2020 9:35 AM
280	With the caveat that departments cant realistically afford the significant costs associated with storage and upkeep of cameras. The basis for camera's should be to ensure the best possible evidentiary footage to assist in a more robust and just system. We should not be blaming police officers and mistrusting these professional civil servants as a basis for body cameras. That wold be a bad premise to build good public policy on.	8/6/2020 9:00 AM
281	Body cam footage should only be available to the people in the footage, their next of kin, public oversight committees, investigative committees, lawmakers, and by court order.	8/6/2020 8:56 AM

SURVEY ON POLICE REFORM IN VERMONT

282	There is way too many constitutional rights that have to be applied. It is not simple to allow access to these videos to the general public.	8/6/2020 8:54 AM
283	The risk with body cameras is that they can be used to remove discretion from officers in situations where a restorative, conversational approach might be more effective than a citation or a criminal complaint. It's down the the supervisors: are police supervisors likely to reward officer decisions that are empathic and restorative?	8/6/2020 8:49 AM
284	Cameras for officers yes but no to public access due to privacy of private citizens	8/6/2020 8:34 AM
285	As we have seen, half of the public reacts emotionally and unreasonably to anything related to policing. This type of policy could result in All police action being blown out of proportion leading to more division and unrest. Until everyone can be reasonable the objective, nothing will help.	8/6/2020 7:37 AM
286	It is important to keep in mind that not all law enforcement interact with the public due to special assignments. Additionally, protections for employees privacy need to be considered as well as public education on their expectations of officers on camera vs reality. the fact is that they these are regular humans who will now have a camera on them for 9-10 hours a day. Not many other jobs require this oversite and my hope is that perception vs reality does not lead to misjudgment	8/6/2020 7:14 AM
287	I think body cameras are a great tool for law enforcement officers. Video could significantly decrease time spent on internal investigations and officer complaints. I worry about the public and media constantly requesting video footage and also only showing or viewing short clips that don't show the whole sequence of events. Videos can be easily manipulated to show only what you want people to see, like when you watch the news. This leads to poor coverage and half truths and it seems like the folks wearing the cameras aren't ever allowed to express their opinions or thoughts on how a particular situation was handled. It's interesting how the men and women who spend their lives keeping people safe and catching criminals are instantly vilified while the criminals they catch are afforded every second chance and opportunity to hide from justice.	8/6/2020 7:13 AM
288	Make them public except for domestic abuse	8/6/2020 6:46 AM
289	I don't support any initiative that gives the public general access to potentially criminal evidence, which includes body cameras. I would only support it after it has been seen by a judge and deemed appropriate for public viewing.	8/6/2020 12:05 AM
290	Law enforcement officers need to be accountable for their actions! They're employed by the people who expect respect and protection but so often we're met with violence, false arrests, lies about the incidents and I think cameras should be used by all and accessible to the public without any restriction!	8/5/2020 11:22 PM
291	restrictions to public access NEED to be discussed and in place. Citizens should have a right to privacy from friends and neighbors when dealing with law enforcement. There must be compelling reason for public to view footage.	8/5/2020 11:03 PM
292	But the information has to go both ways. The police and the public can be used to prove their cases	8/5/2020 10:36 PM
293	What's the point of even having body camera's if the public doesn't have access to the footage? This footage needs to be public as a basic measure to hold the BPD accountable.	8/5/2020 10:35 PM
294	All videos should be accessible to the public.	8/5/2020 10:33 PM
295	To force officers to wear body cameras but not let them watch them before writing reports is designed as a gotcha-trick set them up for failure and make them appear dishonest. Humans make small mistakes over the course of a 20 year career, and to force them to record all their work and then write reports which will sometimes differ is setting them up for failure. People should be warned that public access to body camera footage will erase victims', family's', witnesses, and suspects' privacy. Body camera will capture the inside of their homes, their private moments, and then it will all become public.	8/5/2020 10:31 PM
296	I think all citizens and police officers should have the right to see these recordings. However, it would help citizens to be educated about what they are viewing on the video regarding the specific police tactics being used as they are not trained.	8/5/2020 10:24 PM
297	There needs to be a uniform state wide policy of body camera's usage throughout the state for	8/5/2020 10:21 PM

SURVEY ON POLICE REFORM IN VERMONT

consistency. It should not be left to each municipality to create their own policies, creating a hodgepodge of varying regulations.

298	The issue of cameras is complicated and the availability resources to fund and maintain such systems and evidence varies greatly by community.	8/5/2020 9:52 PM
299	Body Cams are ineffective tools for accountability as long as qualified immunity still stands to protect officers from punishment for their actions	8/5/2020 8:37 PM
300	As a baseline, the public should have unhindered and unedited access to the recordings. A question to explore is whether the members of the public that are the subject of the recordings must give their permission prior to the recordings being released to the public. The officer's permission would not be required for public release of the recordings.	8/5/2020 8:27 PM
301	If someone makes a mistake and commits a crime, it should not be out there for all to see. We need to deal with the crime and the harm done without shaming or humiliating the one committing the crime. I am aware that the intent of the cam you are suggesting is to keep officers accountable—but we need to think about the person getting arrested also. If there is a question as to what happened, then videos should be viewed on a need to know basis.	8/5/2020 8:20 PM
302	I believe in full transparency and methods for accountability, but I'm unclear how to protect the rights of citizens who would be recorded if information is made public. Potentially all recorded material takes place in a public space, but maybe not. And even if so, I'm concerned about how recordings made public will be used and potentially misused to harm the people the policy is intended to protect.	8/5/2020 8:06 PM
303	Unrestricted access, nothing less.	8/5/2020 7:44 PM
304	If folks wish to have something sealed for privacy reasons, that should be accounted for, but if it impacts public safety, then efforts should be made to blur the identity of victims of police abuse, etc. These recordings should then be easily provided to those that wish to have access.	8/5/2020 7:32 PM
305	I don't believe there should be unlimited public access to the recordings. They could be open to assumptions and misinterpretations not supported by clear footage and voice recording as well as video. There should be a trained police person present to help interpret the recordings.s They should be made available on request, however.	8/5/2020 6:39 PM
306	But this is only a small reform which can be gotten around.	8/5/2020 6:29 PM
307	These body cameras should not be used for family situations or where a social worker should be	8/5/2020 6:25 PM
308	There would need to be policies in place for public access to recordings. Consider a doctor, nurse, lawyer, legislator, a grocery store employee, food service employee, teacher, etc. wearing a camera all day and being in a microscope. It's not equitable and will be impossible to hire police in the future if there are too many restrictions.	8/5/2020 5:39 PM
309	Public access should be classified as confidential and only released as necessary due to rash reactions by the general public to necessary tactics to serve and protect.	8/5/2020 5:36 PM
310	There should be a standard policy, for those departments that use them. However they should not be required. The cost for cameras and managing the data is high and the money might be better spent on increased social support resources.	8/5/2020 5:35 PM
311	The public should have access to all footage from police body cameras without restrictions on dissemination of recorded footage. No individual, department or organization should have the right to restrict access to police body camera footage for reasons of 'sensitive material' claims or 'national security' claims, etc.	8/5/2020 5:15 PM
312	While I'm reluctant to provide complete public access to all bodycam recordings, I do believe that access should be given to defense counsel whenever requested. I think it is reasonable to have a judge review requests by news media for bodycam recordings, to reduce the potential for sensationalizing of those recordings. This is not a clear-cut issue as I see it.	8/5/2020 4:53 PM
313	Police should not have the opportunity to turn off and on at will.	8/5/2020 4:44 PM
314	Research and statistics show that police with body cameras, when activated, are more likely to use de-escalation and non-violent tactics than those who don't.	8/5/2020 4:32 PM

SURVEY ON POLICE REFORM IN VERMONT

315	not sure	8/5/2020 4:27 PM
316	Although it creates accountability monies should be focused on restorative practices and training	8/5/2020 4:01 PM
317	I support using body cameras as long as officers actually held accountable for their actions that are captured through them.	8/5/2020 3:31 PM
318	It's a fine line, officer accountability absolutely requires a body camera for all civilian interactions. However there should be some oversight as to the access of those videos to protect the citizens private information that may be on those tapes. Additionally officers should be punished if they arrive to a stop and don't activate their cameras but I understand the need to be able to disable them for privacy such as going yo the bathroom or dealing with personal matters at work	8/5/2020 3:26 PM
319	I have concerns about the cost of purchasing cameras and the data storage required to implement this. It is a very good idea, BUT would those funds be better spent on hiring non-officers for mental health responders, etc...	8/5/2020 2:25 PM
320	I strongly believe that public access to the recordings of mandatory body cameras is important and necessary with two exceptions. The first exception is minor (only) domestic disputes—I'd hate to see this public right devolve into "spying" (for lack of a better word) on neighbours/acquaintances. This exception would only be for truly minor disputes (I.e. arguments, public nuisances, and completely non-violent events). The second exception involves children/minors except in cases where drugs, weapons, excessive bullying and/or repeat offences. In both exceptions the above would be nullified if there was Any overt (or covert) differences in police treatment related to race would have to become public domain and be addressed publicly, with disciplinary action taken. Admittedly, both of these exceptions are complicated and would take a lot of sorting out.	8/5/2020 2:23 PM
321	I think body cameras should be worn by all officers. They are there for the protection of the officer against false accusations. I do not think general public access to the recordings is a good thing.	8/5/2020 2:19 PM
322	This shouldn't be done by the state. It should be done by an independent third party.	8/5/2020 2:18 PM
323	Policies should be in place for this process. Lining out the plan for all.	8/5/2020 1:56 PM
324	Body cameras shouldn't be able to be turned off by any officer. Once reviewed by a separate body outside of the police department, the footage should be made public as officers are public servants.	8/5/2020 1:41 PM
325	Not sure body cameras are effective in managing pool police behavior. Vermont needs more action towards restorative and transformative forms of public safety.	8/5/2020 1:26 PM
326	We would need clear criteria for when recordings are made available, to whom and for what purpose. We must also guarantee that officers and police administration have continued and primary access as well.	8/5/2020 1:04 PM
327	Recordings of people on what may be the worst day of their life should not be available to the public, not to mention video of the inside of peoples' homes. VERY intrusive with a huge potential to traumatize and re-victimize people exposed through public access.	8/5/2020 1:03 PM
328	privacy protection for victims of sensitive crimes (domestic violence, sexual assault)	8/5/2020 12:46 PM
329	Police who turn off their cameras should face strict penalties. Police need accountability to be trusted by the public and maintain the social contract.	8/5/2020 12:13 PM
330	Yes- body cameras are useless if police can just turn them off when they have an encounter with a citizen and if police refuse to release footage after an encounter. There must be citizen oversight.	8/5/2020 11:49 AM
331	Measures should be taken that do not allow officers to remove, cover, or turn off their cameras, or otherwise misuse them, as Colorado Police have.	8/5/2020 11:26 AM
332	I am saying yes but this is a complex question because of the privacy issues that would come up. For example, going into the home of a man who has just beaten his wife or partner and recording the people, the home, the children (if there are any), etc., and then making that recording accessible by the public...you see my point. So I say yes, but with strong reservations.	8/5/2020 11:24 AM

SURVEY ON POLICE REFORM IN VERMONT

333	I do support this, but do not believe we can stop here. In MANY instances across the country (Elijah McClain is a great example), body cameras do nothing to prevent violence and murder at the hands of the police. That being said, while we still use police we absolutely should have functioning body cameras and external review.	8/5/2020 11:18 AM
334	A body camera policy needs to be part of a broader plan to increase police transparency and independent oversight.	8/5/2020 11:15 AM
335	Body cameras are important, but do not seem to prevent police violence- as seen in George Floyd murder.	8/5/2020 11:13 AM
336	I would be concerned about releasing access during an on going investigation. Also, releasing any footage that images people not directly involved in the case.	8/5/2020 11:08 AM
337	Having a confidential review board of community members who can review the video prior to being shared with the public, in case there is inappropriate video that will not impact the overall case.	8/5/2020 11:00 AM
338	Requests for footage by legal representation, community oversight, legislature, etc should be granted. In addition, footage should be automatically backed up to servers not controlled by law enforcement to prevent tampering.	8/5/2020 10:50 AM
339	We must remember that all citizens have a right to privacy and a right to be innocent until proven guilty. I am concerned that recordings can be misused and disabuse us of our personal liberties.	8/5/2020 10:37 AM
340	Bodycam rules and regulations are not fully established at this time. Bodycams can be helpful in many instances however they can also violate privacy laws for citizens.	8/5/2020 10:34 AM
341	Public access should be managed with sensitivity to people's privacy. I can absolutely envision recordings involving children, individuals suffering abuse, those in the midst of mental health crisis, etc. that either should not be made public or that should be accessible in circumscribed ways (either via redaction, or via viewing by approved court personnel, etc). Obviously, writing those privacy rules is tricky, as you don't want to encourage abuse of those rules to hide police misconduct, but these protections are important.	8/5/2020 10:31 AM
342	Yes, and...I know there are complex issues around body cams-- expense to store video, access to video, etc.	8/5/2020 10:25 AM
343	There must be consequences for officers/departments that do not comply with mandate to record all citizen interactions.	8/5/2020 10:02 AM
344	All recordings should be publicly accessible, free of charge.	8/5/2020 9:46 AM
345	If a a video is taken in a public space, it is public. If it has evidentiary value, it is in the public domain.	8/5/2020 9:33 AM
346	Without explanation and a full background in what is being released citizens my misunderstand what they are seeing and could lead to back lash from the community. Citizen who are also recorded in these videos also have rights to not be put out in an open forum without their consent.	8/5/2020 9:20 AM
347	Restrictions should only apply if use and public access directly pertain to privacy of minors or in cases where a member of the public may be at increased risk of harm by others such as domestic abuse survivors.	8/5/2020 9:01 AM
348	I think body cameras are a valuable tool for holding police accountable. I am worried about sensitive or embarrassing videos being made publicly accessible. Police with body cameras are going to fit a lot of innocent individuals who will already be framed as guilty of something simply because they ended up on body camera footage.	8/5/2020 8:55 AM
349	Body camera footage must be automatically uploaded to a secure server outside the control of the police department. Body footage should be reviewed by an independent review board.	8/5/2020 8:52 AM
350	It is not the public's right to have access to body cameras.	8/5/2020 8:38 AM
351	We should not make our police be on public display 24/7, there should be proper channels for review if either a citizen or a member of the police department files a complaint. The attitude should be that these cameras are meant to protect BOTH citizens and police.	8/5/2020 7:55 AM

SURVEY ON POLICE REFORM IN VERMONT

352	It can be extremely cost and time intensive for police department to edit and redact all recorded body camera footage in order for it to be suitable for the public. Until there is a better solution, this is not realistic.	8/5/2020 6:38 AM
353	I support body camera to be worn, however, I fear privacy for people. Social media and such is rampant with bullying. To just willing provide camera footage to the public in which it can be shared on social media does not protect the rights of citizens. To be clear I am not saying bad acts by bad officers should not be shared or known, but does the person/people who are in the video want their info out there. example, Officer uses bad language on traffic stop so a group wants that video released to show the bad language. Maybe the citizen who was stopped does not want it know he/she was stopped, etc. I just believe we have a social responsibility to not be careless with the power of releasing videos.	8/5/2020 6:36 AM
354	Body cameras have limited impact on police behavior. I would prefer you defund the police. All video should be accessible to the public with faces of victims blurred	8/4/2020 11:05 PM
355	Any policy should be left up to each municipal agency. And the public should not have unrestricted availability.	8/4/2020 10:02 PM
356	I am fine with the statewide use of body cameras. I would never support the public having access to them until it is needed in a court proceeding. You will put victims and complainants at risk who may be trying to remain anonymous or are in fear.	8/4/2020 9:37 PM
357	Maybe? I would need to know more specifics about the management policy. That said, I would support body camera footage being public. I am most in support of efforts to defund and replace policing with more relevant measures, but body cameras are important in the interim.	8/4/2020 9:30 PM
358	What is shared will never be the full story. Small clips of the footage will be taken and shared, causing misinformation	8/4/2020 9:26 PM
359	I don'tknow, but would hope that groups like ACLU would be consulted	8/4/2020 7:54 PM
360	This Body cam footage should not be used as police brutality pornography or used to be sold to media outlets Or leaked to social media outlets. This footage should not be used to exploit the civilians or the police officers involved. This body cam footage should not be used to spread a false narrative that the majority of law enforcement officers are either racist, bigoted or any other slandering otherwise. This footage should strictly be used in a court of law to tout the truth and nothing but the truth!	8/4/2020 7:51 PM
361	Public access only upon valid request	8/4/2020 7:34 PM
362	I think that there should be no restrictions on their use and the public should have access to the recordings within twenty four hours.	8/4/2020 7:29 PM
363	I don't think that public access is important to every citizen but I do think independent regulatory committees and journalists should have free access. Perhaps jumping through a few hoops is in order because otherwise the whole system gets bogged down by folks accessing them like they are some youtube video but it is important to have them so that there can be oversight and accountability.	8/4/2020 7:25 PM
364	The legislature should look at what our privacy laws are when it comes to recording. Yes the police should have access to body cameras and in car cmaeras, but should the public be allowed to view all these recordings upon request. I don't know the answer to this question because yes I would like transparancy but would caution allowing the public unlimited access to these videos. For example, do we want the public to see a domestic violance victim or a sexual assualt victim at their lowest point in life. Do we thing that young drunk kids making poor decisions and wearing very few articles of clothing should be viewed by the public. Who would make the decision on what is accetable to view and what is not. This might be a good idea to create a oversight committe to make these decisions.	8/4/2020 7:19 PM
365	This would be a huge expense and huge undertaking. Body cameras are a useful tool but this should not be a blanket policy put into place without significant planning and funding to make it work. Thoughts such as storage, who is required to wear and when they need to be activated are important as well as who and when and how video will be made available to the public. There is a lot of sensitive material that can be captured that shouldn't just be put out there like it is YouTube or something.	8/4/2020 7:09 PM
366	The general public does not need to have access. Those with a need to know only or if you are personally involved.	8/4/2020 6:57 PM

SURVEY ON POLICE REFORM IN VERMONT

367	Camera footage would be released as needed. Before social media cops were allowed to do their job without the public being directly involved in their day to day activities. No one can do their job effectively with someone always looking directly over their shoulder and questioning every move they make. In my experience those who are always questioning the police and their actions are the ones that have something to hide.	8/4/2020 6:50 PM
368	Yes to cameras but no to overall free public access That violates the privacy of the person being filmed.	8/4/2020 6:35 PM
369	It's expensive but maybe people would finally understand that the police have nothing to hide.	8/4/2020 6:29 PM
370	They should not be released to the public. The public does not have the expertise to know what they are watching	8/4/2020 6:20 PM
371	If everything is above board why does it matter who has access. Restrictions would most likely only happen in cases where sharing would cause legal issues. That would be a legal decision. Access would be provided after all cases are settled or once pending investigations are completed by appropriate agencies or people.	8/4/2020 5:15 PM
372	Yes but this is not enough! Body have already proven to not be effective enough! Body cams do not prevent cops from doing bad things they just catch it on film.	8/4/2020 4:58 PM
373	available on demand to the public and media within 24 hours of use of force incidents	8/4/2020 4:38 PM
374	Body cameras do not stop police officers from being violent, from systemically targeting people of color, or escalating situations unnecessarily. Body cameras have been shown to be turned off, have had "film damaged" or not captured officers' actions not in frame. Defund the police.	8/4/2020 4:16 PM
375	Even a body camera doesn't show the entire story.	8/4/2020 4:06 PM
376	This information is largely already available through the Public Information Act. Requiring body cameras increases accountability and is essential evidence in circumstances in which police excessive force (or don't). It protects police and it protects the public.	8/4/2020 3:11 PM
377	Public and defendant privacy must be protected however.	8/4/2020 3:05 PM
378	People taped on a police officer's camera should have the right to privacy if they so choose. Body cams should be first required for any officer who has had a legitimate and substantiated complaint or been disciplined for any reason at any point in their career. Additionally, if a body cam requirement is instituted, any officer who does not follow the policy should be disciplined. They would never go out on the job without their guns so they should also never go out on the job without the cam on and functional. Body cams are as much for police protection as for the general public.	8/4/2020 2:47 PM
379	Cameras should be provided to all officers!!!! Often times officers have had their own safety jeopardized and not had it documented. These cameras should be paid for by the state along with the data and the staff to manage the data system. They instead have had to go without as they didn't have funding for them. Now suddenly there is this big push for them but for years it didn't matter what happened to the officer.	8/4/2020 2:46 PM
380	Unfortunately camera footage only show what happened at the time of the altercation. It does not give the history behind many of the interactions. Thus making only body camera footage available may not show the whole story	8/4/2020 2:41 PM
381	Public access needs to be available; otherwise people will assume you're hiding something.	8/4/2020 2:34 PM
382	The public should absolutely have access to body camera footage. Furthermore, incidents in question should be watched by a citizen review board	8/4/2020 2:32 PM
383	not public access unless necessary	8/4/2020 2:10 PM
384	All footage should be available to VT residents.	8/4/2020 1:50 PM
385	Public access should be extremely limited though do to the sensitive and private nature some of the recording may contain. You don't want the public able to access footage of a naked teen rape victim or the like do you?	8/4/2020 1:35 PM
386	ALL police should wear body cams, regardless of the call etc. as public servants, they relinquish their right to privacy and the public had the right to review these cams immediately,	8/4/2020 1:33 PM

SURVEY ON POLICE REFORM IN VERMONT

	not months after interactions.	
387	Access to recordings should only be allowed for people who have some legitimate need for access. Any person off the street who has no connection to the incident should not be able to request copies of recordings just because they are nosy or curious.	8/4/2020 1:27 PM
388	Protect the officers and citizens, cameras speak the truth I am LEO family	8/4/2020 1:16 PM
389	providing public Access puts cases at risk. Public Access should only be gained after a case is cleared for that purpose.	8/4/2020 1:08 PM
390	The issue isn't a matter of policy; it's how policies are enforced.	8/4/2020 12:41 PM
391	YES to body cameras as I believe they exonerate the officer actions more frequently than not. Access to the recordings needs to be restricted to a very limited number of people on a "Need to know/see basis". IF and when an event is over and those recordings can benefit the public AND law enforcement (training), then yes, to public sharing. Video showing police tactics that would benefit violent offenders should NOT be shared publicly.	8/4/2020 12:11 PM
392	The issue with this is that body worn cameras are very expensive for both the hardware and storage / software required to administer a system. An unfunded mandate for BWCs is untenable. Additionally, it is very labor intensive to provide access to recordings. A very efficient redaction of one hour of video takes approximately three hours.	8/4/2020 11:57 AM
393	The public does not need access	8/4/2020 11:49 AM
394	Any policy introduced needs to have funding.	8/4/2020 11:39 AM
395	Only if the state will provide agencies with the funding to implement everything. This is not an easy undertaking and needs to be thought out, not as simple as it seem	8/4/2020 11:31 AM
396	I am concerned about public access to footage of the private matters of citizens.	8/4/2020 11:09 AM
397	There is no standard for the use of the camera to begin with. What do you have to record, what don't you have to record. How long do you have to keep the recordings? Do you keep ALL recordings and if so do you keep them all forever? Who is going to pay for all this video storage? Who gets to see the footage, who doesn't? What footage is viewable to the public? The list goes on and on. There is A LOT more to body cameras then just making them mandatory. I think this issue needs a Federal standard and Federal funding. The VT taxpayer cannot afford this program.	8/4/2020 11:01 AM
398	Support a state wide body camera policy. Without public access due to graphic scenes that are on those	8/4/2020 10:33 AM
399	In vermont this could effectively bankrupt town budgets and the footage is, a discoverable, and b already available upon request. This is already done with cruiser camera and recorded evidence already.	8/4/2020 10:32 AM
400	Public access to possible crime scene footage could be argued as swaying or influencing future jurors. Access to footage if granted, should be focused on adjudicated events. Law Enforcement as a holistic entity should be required to conduct a press briefing for events likely to cause disruption in the public forum. Too often, Law Enforcement loses control of the information surrounding an event and without truth or video to support their side, those events spiral out of control.	8/4/2020 10:20 AM
401	dont feel this is a real issue in Vermont. an added expense that is not needed	8/4/2020 9:42 AM
402	I regularly review cases for my job. Body cameras are invaluable and give a much more accurate information than the report. FOIA should apply.	8/4/2020 9:29 AM
403	There are a number of situations where the usage of body cameras would not be appropriate to include undercover investigators or investigators working on child exploitation cases or sexual assault investigations. In some instances the usage of body cameras to record that material would place the officer or agency in legal question. Body cameras are an important tool and they should be considered to be used by every department. The accumulation of significant video footage must be a concern because it costs to hold data. A careful consideration should be applied when it comes to how long and for what reasons data is held. Should a body camera be running for 9 hours during a 9 hour shift? I believe that would be unnecessary. A police officer sitting in a turn around staring at the world is not a necessary reason to hold large amounts of video. If an officer is having a private conversation with their children on break that	8/4/2020 9:27 AM

SURVEY ON POLICE REFORM IN VERMONT

shouldn't be recorded. Those types of situations. If an officer is responding to a call, it should be running. If an officer anticipates interacting with a citizen, it should be running. If an officer is initiating a traffic stop, it should be running. If an officer needs to use the restroom or take a break or eat lunch it can be turned off and it should be known that it is ok. The public should also know that censoring video where appropriate takes time. It's not like a quick thing. Lots of video takes lots of time. Lots of cameras on one scene, making lots of video takes a lot of time.

404	A statewide mandate for body cameras would be expensive and for some officers such as detectives it's not logistically feasible to wear a body camera.	8/4/2020 9:24 AM
405	police department review must occur before release	8/4/2020 9:19 AM
406	cops in Baltimore were caught planting drugs by their body cams only because they didn't realize when it was recording. But if you're not stupid, and you are aware when it's recording and when it's not, you can still get away with bad stuff. So it's something, but not everything.	8/4/2020 9:13 AM
407	Again when this applies to plain clothes and detective this isn't a best practice as it may interfere with their ability to conduct interviews	8/4/2020 9:12 AM
408	Cameras need to be viewed as a tool and recognized as one that only captures a limited field of view. They need to only be active when interacting with the public, not constantly recording. Law makers need to consider the scope of public servant role in recording every interaction, and who else might be required to have body cameras? Teachers? Public works? This should be agency specific.	8/4/2020 9:11 AM
409	People should not have their most vulnerable moments exposed to the general public through the media where it will be posted on the internet forever Courts should determine what becomes public and people involved should be able to object to its release especially in covert bystanders and victims	8/4/2020 8:57 AM
410	Body camera use should be utilized for uniform officers answering calls for service from the public, making traffic stops, etc. Law enforcement members, who have limited public interactions, such as administrative officers, supervisors, detectives, etc. don't need to wear cameras in their largely administrative roles.	8/4/2020 8:34 AM
411	Officers should be required to have their camera on when out of vehicle or in their own building. Vehicles are their portable office, therefore they are unable to work on paperwork or other things that may be confidential if their body camera is on (dash camera would be different). It can show without bias the situation (in both officer and civilian's benefit).	8/4/2020 8:18 AM
412	A state wide body camera policy makes sense since we are such a small state. Unlimited public access could be very costly for police budgets as extra personnel would have to be hired to manage and process the requests(personal privacy redactions take time and effort). Body camera footage is also evidence and may need to be protected prior to trial, think jury pool as one example.	8/3/2020 11:20 PM
413	Data retention guidelines would also have to be in place.	8/3/2020 11:06 PM
414	Public access should be limited to a Judge/States Attorney/Police Agency Attorney review. And the costs of body cameras, video storage, administrative personnel at department salary for processing and copying videos be paid for by the state of Vermont from cradle to grave. Robust approval / denial procedures for FOIA requests to separate legitimate vs harassment requests.	8/3/2020 9:54 PM
415	I think unfortunately we live in a society where our officers words are not enough to account for what happens while in the line of duty. There are many factors that take place when in a high risk occupation such as reaction time, impulse control, Implicit bias. As far as public access I would be careful about how we utilize this footage and who views it. I believe there is some common ground as to viewing footage but I worry about the privacy of those involved and the safety of those involved .	8/3/2020 9:34 PM
416	Not for public consumption, for internal review or to use in legal proceedings	8/3/2020 9:14 PM
417	This is government overreach. Let each community decide for themselves	8/3/2020 9:06 PM
418	I don't feel the public should have free range of body cameras. If they are involved in the incident and would like to request it there should be a legal process to go through to see them.	8/3/2020 9:00 PM

SURVEY ON POLICE REFORM IN VERMONT

419	If such a statewide policy is implemented than full public disclosure should be used as good or as bad as it may be, no ifs or but!	8/3/2020 7:46 PM
420	Wouldn't this make it devastating for victims? What if someone made a mistake and then everyone could see it. If someone did one embarrassing thing and a cop got it on camera it could destroy their life.	8/3/2020 6:46 PM
421	I feel there should be a policy to guide departments on the use of cameras so that all are on the same page. While the cameras provide good insight into events, there are times when only parts of the recordings are obtained and released which may not fully represent the events. This can cause a false view or opinion to develop. This is where a good, statewide policy could be of benefit.	8/3/2020 6:05 PM
422	I think putting people on camera would make them less likely to report domestic violence and other embarrassing situations	8/3/2020 5:37 PM
423	No, as this sends more funding to police department and does not reduce police violence or increase accountability.	8/3/2020 5:10 PM
424	I don't think its right to record victims who make police reports. I think this would make them afraid to get help.	8/3/2020 5:01 PM
425	this topic is a bit over my head. I understand BIPOC have more safety with cameras. As a female, and activist, I am concerned about the use of the imagery and recording and the impact it could have. what about people interviewed as witness or as possible law breakers-- does being recorded affect witnesses and does being recorded affect testimony? Where does that imagery go?	8/3/2020 4:52 PM
426	not sure public access is a good idea; there could be privacy concerns for the victims, etc. Only if needed as part of an investigation.	8/3/2020 4:51 PM
427	Public access to all recordings raises some questions, but I think important to push for body camera usage.	8/3/2020 4:33 PM
428	Any tampering with body cams should be a felony	8/3/2020 3:04 PM
429	Must have permission of all parties on camera before releasing video. If an officer is in my house I may not want anyone to see the inside of my private residence	8/3/2020 2:35 PM
430	YES. All police should utilize body cameras. The state needs to fund these units and the associated storage. Legislature needs to amend public records law to protect citizens who do not want their images shared with others. The state must fund records clerks who will have the time and resources to review all video that has been requested by the public. We must insure that video that could irreparably harm and innocent person is properly vetted.	8/3/2020 2:22 PM
431	It does not seem that in many cases the body cam footage does much to change the outcome or the impact on offending officers.	8/3/2020 2:15 PM
432	If cameras can be afforded, they should be used, always when there is person to person contact by the police. If there is nothing to hide, why should access not be available immediately?	8/3/2020 1:30 PM
433	They don't need them	8/3/2020 12:50 PM
434	No restrictions. Full access. Always always turned on.	8/3/2020 12:43 PM
435	Access should be restricted only to shield the privacy of citizens - never to protect police from public scrutiny.	8/3/2020 11:51 AM
436	Public access to full recordings may need to be limited in matters that involve minors or survivors of abuse/sexual assault, if the identity of the victim would need to be kept private from the general public.	8/3/2020 11:41 AM
437	Who will have access to these recordings?	8/3/2020 11:24 AM
438	Cameras should not be allowed to be turned off without supervisor approval. Recordings should be available to the public on a weekly basis.	8/3/2020 11:22 AM
439	If, and only if, there is a thorough understanding of how recordings are managed and appropriate funding is allocated. The back-end technology could potentially be powered by	8/3/2020 10:56 AM

SURVEY ON POLICE REFORM IN VERMONT

DPS for the entire state. Understanding of time / costs to react and fulfill public records requests must be understood prior to mandates.

440	I think there should absolutely be a mandate, but restrict the footage to only be accessible to immediate parties involved, unless the civilian has provided consent for their recording to be made publicly available.	8/3/2020 10:48 AM
441	The financial burden on smaller departments could be devastating. The initial cost is high. All recordings would have to be reviewed and possibly redacted prior to release. The cameras would images of victims and children. The audio would pick up names, dates of birth, health information and any other information obtained at a crime scene. There are also privacy concerns around recording in a private residence. Police interactions with victims often involve the victim sharing sensitive information they would not want public. This is not an issue which can be viewed from only one perspective. By trying to create transparency around police actions we are setting up a system virtually guaranteed to further traumatize victims as their private anguish is made public.	8/3/2020 9:54 AM
442	The body cameras footage needs to be subject to public records laws in Vermont. There should be disciplinary proceedings or termination for officers who do not comply with the policy. The recordings should be retained and overseen by a non-police entity.	8/3/2020 9:42 AM
443	Storage and public access would be costly and require support staff for a huge amount of editing. I am also concerned about the privacy of victim and witnesses who would fear reporting if anyone could obtain a recording and make whatever crisis they are dealing with a public matter.	8/3/2020 9:41 AM
444	Yes, but, there would also need to be training and accountability for officers who have body cameras but fail to have them turned on or whose body cameras conveniently malfunction at the moment of a questionable arrest or action. Body cameras do not solve system injustices or prevent police brutality if there are no consequences to the officer for forgetting to turn the camera on or failing to verify it is working before making an arrest.	8/3/2020 9:21 AM
445	Body cameras should be turned on at all times when answering calls. Public should have access to all recordings. However, I think it's been showing hah body cameras aren't as helpful at preventing abuse as we would like them to be.	8/3/2020 9:15 AM
446	There should not be restrictions on public access to recordings from body cameras. The public has a right know what the police are doing. Care should be taken, however, in how these videos are shared across social media. We need to keep the dignity of victims of police violence in mind.	8/3/2020 8:53 AM
447	This is necessary and important to end "testilying" by officers and to restore justice to the CJ system.	8/3/2020 8:26 AM
448	If you allow citizens to request copies of the recordings, the State of VT should pay for the staff that it is going to take to reproduce them.	8/3/2020 7:12 AM
449	Public should not have access to these recordings. It is an issue of officer safety for any civilian to be able to pull these recordings at any time.	8/3/2020 5:52 AM
450	I believe all police should wear body cameras. Public access should be restricted if those under age are filmed or anyone's privacy is at risk.	8/2/2020 10:54 PM
451	Cameras have proven that the truth is more important than twisted words. Cameras don't lie. A picture will help hold you accountable for your actions	8/2/2020 10:17 PM
452	I do not know enough about body camera use to answer this question.	8/2/2020 7:55 PM
453	It doesn't seem like there is any data that shows the the use of body cams has actually prevented police from engaging in use of force or abusing their power, or even killing citizens. I think whatever reforms are considered there should be a review of current data regarding effective, and ineffective practices. In fact, there is some evidence to suggest that defunding the police in some communities has resulted in positive outcomes, including decreased crime, even violent crime.	8/2/2020 7:02 PM
454	if it's going to be public it should be the ENTIRE clip so an informed decision can be made what happens BEFORE AND AFTER can have an impact on the reality of what happened	8/2/2020 6:06 PM
455	Body cameras only work when the officers turn them on, and even then the footage is often	8/2/2020 2:50 PM

SURVEY ON POLICE REFORM IN VERMONT

used to justify use of (potentially deadly) force, under the guidance of the "reasonable officer" clause. Body cameras are only an interim stop-gap measure on the way to true police reform, defunding, and reinvestment in true community care.

456	The state should not be involved in individual departments' policies.	8/2/2020 11:23 AM
457	Time consuming & expensive, with little evidence to show that it has a significant impact on behavior	8/2/2020 10:13 AM
458	this is a mixed bag strategy at best.	8/2/2020 8:31 AM
459	on dec. 28th 2013 i was on my way to perform in saxtons river,vt when the car i was a passenger in was stopped for a headlight that had stopped working an hour or so before. i was ripped from the passengers seat, grabbed by the throat punched 7 times in the face, and choked until i was unresponsive, while my lifeless body laid face down in the mud and snow, 4 shots from a taser were shot directly in my spine. emt's who arrived resuscitated me and after 7 years and several surgeries i am once again whole. i was murdered by mario checchi over a broken headlight. mario checchi was fired from his position as a part time officer in walpole.nh and essentially banned by the nh. pstc in nh for domestic assault and drug use prior to being hired in bellows falls, vt. that is the same mario checchi who t.j. donovan refused to investigate. Officer Mario A. Checchi, Walpole Police Department (DOH 11118/10 Part-time certified) requests extension through the end of the 157th Full-Time Police Officer Academy. This is a third request; the Council denied Officer Checchi's second request in April 2011 because this officer was under indefinite suspension at that time. An extension is required due to staffing issues and because the ending date of the 157th Academy exceeds six months from his date of hire. Staff recommends granting an extension through the date of the entrance fitness test and, if successful, through the end of the 156th Academy with the stipulation that Officer Checchi must remain actively enrolled in the 156th Academy. Motion to approve staff recommendation by Commissioner Wrenn, seconded by Chief Colarusso. Vote unanimous 11-0. Exeter	8/2/2020 7:11 AM
460	Body cameras should be worn and utilized by LE within every department in the state. Body camera recordings should not be made public if there is an ongoing investigation attached to the body camera footage. The court of public opinion while important, can be volatile and dangerous if body camera footage regarding a case is released before a investigation is complete. If said footage is released and the court of public opinion makes up its mind before a formal investigation is completed there can be issues with jury tampering, unnecessary backlash, and outrage aimed at an officer or group of officers that may of done nothing wrong and the video simply never captured the entire event or all of the facts surrounding said event.	8/1/2020 10:56 PM
461	People who do not work in human services do not understand or try to understand the job, they judge and misinterpret information.	8/1/2020 10:54 PM
462	It will cost massive amounts of money to do this. Which would require more funding. Most departments already have some form of camera systems.	8/1/2020 10:05 PM
463	Download automatically and part of public record.	8/1/2020 8:58 PM
464	The public should be allowed to access the videos at no charge. Making access subject to access to funds means poor people are disadvantaged. Officers should have no right to block any viewing. A citizen committee should rule on objections, not the AG or members of the local government. They have shown a complete disinterest in allowing the public to view the videos.	8/1/2020 8:31 PM
465	Yes to the first half, public access I don't necessarily agree with! I think rules and guidelines need to be set for as far as public access goes!	8/1/2020 7:57 PM
466	The public should not have access to recordings. People have a right to privacy and just because they need the police doesn't mean their lives should be broadcasted to the general public. This is especially important in people's residences, when dealing with children and victims, and any identifying information.	8/1/2020 6:08 PM
467	Body cams are tools of the police.	8/1/2020 6:07 PM
468	Public. Has. A. Right. To. See. All. Recording. material As. Evidence. Evolves	8/1/2020 5:37 PM
469	Public Access should not be limited, but it should be understood the cameras do not give a full view of what occurred.	8/1/2020 5:25 PM

SURVEY ON POLICE REFORM IN VERMONT

470	There are many people the police come into contact with who want their privacy protected. Simply making every interaction public is unfair and humiliating to those experiencing mental health issues, substance use issues, and more.	8/1/2020 5:18 PM
471	Social workers perhaps should review any cams involving domestic abuse and/or children and/or rape to protect victim and survivor privacy before making things public.	8/1/2020 4:09 PM
472	There should be a strict bodycam requirement with discipline for removal of a bodycam	8/1/2020 3:45 PM
473	Too expensive for tax payers	8/1/2020 2:25 PM
474	The surmounting costs around body worn cameras and data storage may bankrupt small municipalities without proper funding	8/1/2020 2:22 PM
475	police use of body cameras, yes. public access to recordings, not without specific criteria stating the reasons a person can	8/1/2020 12:16 PM
476	Equipping police officers with body cameras will require more money to police budgets, something we should not do. Body cameras provide police and their unions with more gadgets. It increases surveillance. Cops often turn off body cameras, and the policy that is attached to it is ineffective and weak. Body cameras do not make police more accountable. Police do not make people safe.	8/1/2020 10:17 AM
477	Make sure they don't pop their hoods to block their dash cams.	8/1/2020 9:55 AM
478	Statewide body camera policy; yes. Public access to recordings without showing legal necessity or cause; no	8/1/2020 8:00 AM
479	I have to say no because of how the question was asked. Let me be clear, I support BWC programs. Speaking with police officers I believe the majority support them as well. Especially in an era where anyone with a cell phone can now become a professional movie editor and create story-lines on social media feeding false narratives and stoking fires where there's smoke; with no fear of being liable for their actions. I am concerned when mandating policy on all agencies come from the state and not locally. Especially if those creating policy have limited to no knowledge with the technology and actual field application. This goes for any profession. This is an extremely expensive and personnel heavy system. It is considerably unfair to smaller municipalities where budgets are significantly smaller, to expect them to create, deploy and manage these systems. And current defunding efforts would only make this a more unreasonable. Is the state ready to fund all VT police agencies?	8/1/2020 7:19 AM
480	Who is this group that would have access to a lot of defendants personal situations. For example mental health. Do we really want that public?	8/1/2020 7:11 AM
481	Where will the money come from to pay for this huge, continuous expense ? This is not just an initial expense for the cameras but replacement, repair, upkeep and storage and management of data. This will also require specialized state positions to manage.	8/1/2020 3:28 AM
482	The public does not need access to everything. The body cameras would help to understand how certain situations escalate.	8/1/2020 12:03 AM
483	There should be no restrictions on public access.	7/31/2020 11:34 PM
484	Steep (I mean STEEP!) penalty for not turning camera video and audio On at times policy says they should be on. Eliminate "oh, we would know what happened but the video/audio wasn't turned on for some reason"	7/31/2020 9:52 PM
485	Outside access without controls will open up the system to political affiliates with agendas to spin with media outlets. Departments should be able to control access to required individuals only.	7/31/2020 8:36 PM
486	Most agencies including state police have wanted these for years, but the backend storage is costly and the legislature had not provided the funding.	7/31/2020 8:34 PM
487	This should not be a priority. The funding this would take is needed elsewhere.	7/31/2020 7:59 PM
488	Create a law about requiring specific items to be video recorded that all Vermonters can come to expect. Don't establish a policy that fits Burlington, but fails Rutland. If such a law is considered, create protections for Vermonters and its visitors where videos of mental health crises, unraveling marriages, and peoples homes aren't available for at the whim of anyone	7/31/2020 7:52 PM

SURVEY ON POLICE REFORM IN VERMONT

who asks. Balance the right to know of a "reasonable person" with the right to abuse. Understand the resources and costs needed to process these requests.

489	The media cherry pick what they want to show the public to fit their narrative They shouldn't be allowed to use that info until the case is closed	7/31/2020 7:48 PM
490	Need to know demonstrated.	7/31/2020 7:45 PM
491	I think body cameras are a good idea. Then there is no question of what happened.	7/31/2020 7:28 PM
492	The general public is not trained in law enforcement. Unless there will be training for everyone in the state, having public access to all recordings will not benefit anyone. Body camera footage is one perspective of an revolving situation and can be used out of context.	7/31/2020 7:18 PM
493	If a case is going to trial then it needs to be handled properly and it should not ever be on social media	7/31/2020 7:16 PM
494	To protect our officers from those who would abuse them and then say they were the ones abused. I don't believe the public has the right to view these recordings without due cause.	7/31/2020 7:15 PM
495	I support this as long as "public" doesn't mean that just anyone can get these recordings. Remember, privacy counts here. If you were to be pulled over do you want your neighbor to see you? If your sister gets a DUI do you want everyone to see that? They should be discoverable for sure, but not just open to all.	7/31/2020 7:11 PM
496	Should be public, with redactions to protect the identity of involved parties.	7/31/2020 6:39 PM
497	If taxpayers pay for it, taxpayers should have access. Officers who are filmed committing crimes should be arrested, charged and sentenced to prison	7/31/2020 6:15 PM
498	We the public do not need free range access to that. How would you like it if you had a camera on you all day and ANYONE could pick and comb through all YOU do? I support LEO	7/31/2020 6:01 PM
499	I would support a statewide body camera policy requiring agencies adapt the technology, however allowing the public access to police recordings comes dangerously close to violating privacy laws, such as HIPAA. It also does not take into consideration, on its face, the rights of victims who might otherwise not be comfortable with an everyday layperson or citizen reviewing their private conversations and admissions to police.	7/31/2020 5:12 PM
500	If the funding is available for storage and an admin fee system in place for public access which takes time to access etc.	7/31/2020 5:11 PM
501	It's not everybody's business for what happens when a police officer is called. It's just people being nosy.	7/31/2020 5:02 PM
502	Many things cops deal with the public doesn't need to see such as incidents involving kids and those with mental health issues.	7/31/2020 4:35 PM
503	Who is going to pay for all the camera's and then who is going to pay for the storage and who is going to pay for the editing so faces can be blurred out.	7/31/2020 4:07 PM
504	Incidents where body camera footage is obscured or missing should be thoroughly investigated.	7/31/2020 3:31 PM
505	Reasonable public access for proper cause. Not just for whim.	7/31/2020 2:49 PM
506	Not all can be public access as it's a privacy violation.	7/31/2020 2:31 PM
507	Public access to body cam footage should only be allowed after all evidence has been collected for the case. and after the case has been either heard in court or pending trial.	7/31/2020 1:58 PM
508	I don't think there should be public access.	7/31/2020 1:54 PM
509	I believe it should be public information, it's a great way to hold police accountable for their actions!	7/31/2020 1:42 PM
510	this alone is not enough	7/31/2020 1:23 PM
511	Local control is key. What works in the Burlington area may not work for small towns.	7/31/2020 1:15 PM
512	Who is paying for the massive satay storage requirements. What about plain clothes detectives	7/31/2020 12:53 PM

SURVEY ON POLICE REFORM IN VERMONT

513	Being on the scene is different from viewing what happened and that is how things are misunderstood and taken out of context.	7/31/2020 12:50 PM
514	Policies are best left to the individual departments to identify. I would support departments getting their own policies approved.	7/31/2020 12:39 PM
515	Although they can be turned off and claimed to be non-working...	7/31/2020 12:31 PM
516	It's doubtful that cameras would actual great meaningful change	7/31/2020 12:24 PM
517	The video footage would contain a lot of private information and could predispose people to identity theft, harassments, embarrassment ect. As police interact with a lot of people in crises where those individuals may say or do things that are out of character. I could see employers asking to see what an employee did or said while interacting with the police. I have already seen a misuse of body came footage on Facebook. Showing drunk individuals saying and dong wired and funny stuff. That if shown to employers or others could cause hardship. That does not include all of the other stuff that the person being video taped may feel is private. I also see them being less likely calling for assistance if they know the video tape was made public.	7/31/2020 12:20 PM
518	While I support the use of body cams, I can see times when it should be turned off or public access restricted - when speaking with an informant or when interviewing a witness who might be in danger. A panel could determine whether public access should be allowed.	7/31/2020 12:19 PM
519	Body cameras do not appear to deter bad behavior, only allow the public to know about it. It's a minimal reform but I would insist that recordings be made public automatically within a day or two. It would probably be wise to blur out citizens faces as well. Officers are public servants and require public scrutiny, citizens are not and do not.	7/31/2020 11:52 AM
520	THIS CANNOT BE AN UNFUNDED MANDATE. Implementing BWCs is a huge cost--for the hardware and the software/storage, and even more so for the freedom-of-information compliance. Review and redaction is tremendously time consuming and expensive. There are also a myriad of privacy concerns, for subjects, witnesses and bystanders, and officers, too.	7/31/2020 11:41 AM
521	Public access should be limited to only instances where the potential victim of police misbehavior requests an investigation. People have the right to have non-chargeable offenses stay private. Also, special privacy considerations should be given to minors and those who are legally in the care of someone else. For officers, there should be some privacy as well, primarily when they are not responding to calls or preparing to engage with someone for a suspected police matter. In other words, they should be able to chat with their co-workers about what they ate last night without feeling watched. While there may be occasions when casual conversation would reveal bias or systemic issues, I don't think using recording devices is the right way to approach those issues. Body cameras should be used to fact-check events under investigation. With permission of the non-officers in videos, I think it would also be appropriate to use videos as case studies for officers to examine why something went well, or why it went poorly.	7/31/2020 11:33 AM
522	Any protections should be for citizens, not police. Officers are performing a public function and should have no expectation of privacy when using their powers.	7/31/2020 11:30 AM
523	It's about time the public get held accountable for their actions	7/31/2020 11:21 AM
524	Body camera footage should not be released until an investigation has been completed. It is imperative to keep a non-bias base for the courts. The legal system is there to review law violations, and citizens do not understand all the aspects of police responsibility and their decision making process	7/31/2020 11:21 AM
525	Yes, but only if we can get federal grants. Its a "nice to have" but too expensive for VT's tax revenue base. Recordings should only be available publicly after any trials are held plus a "cool down" period. Transparency is good but inflaming a situation is not helpful in the long run.	7/31/2020 10:55 AM
526	I think the people involved should have access to the recordings, however, I am reluctant to encourage general public access.	7/31/2020 10:40 AM
527	Should be fully abailable	7/31/2020 10:29 AM
528	Public access should have some restrictions and there needs to be a reason that it's shared publicly. Public access should be requested by the person being arrested or a family member.	7/31/2020 9:58 AM

SURVEY ON POLICE REFORM IN VERMONT

529	No sharing unless issues arise	7/31/2020 7:11 AM
530	This would help keep police officers on the right track.	7/31/2020 6:58 AM
531	Police should be required to wear and have on a body camera at all times when on duty. Public should have access to the recording with limits on access only to protect privacy of citizens, such as minors and victims of sexual assault.	7/31/2020 6:48 AM
532	The purpose is to hold police accountable. I worry if public had complete access to the tapes, it could cause problems for people who interact with police."the accused" should have identities protected, since innocent until proven guilty is an American value.	7/30/2020 11:37 PM
533	Public can not have open public access!	7/30/2020 10:39 PM
534	Just as we currently see on the Internet, people would manipulate the videos in order to prove their point of view.	7/30/2020 8:43 PM
535	Must have laws in place to protect minors and victims of crimes.	7/30/2020 8:36 PM
536	they should always be on and unobstructed and all body cam footage should be publicly available, period	7/30/2020 8:31 PM
537	these systems are exorbitantly expensive. People want access to everything as long as it doesn't involve them or their families. Who chooses what gets made public? When your child goes out of control or a family member is feeling suicidal will that be public?	7/30/2020 8:22 PM
538	Car and body cameras should be activated before police engage with the public. The video should be available to the public upon request.	7/30/2020 8:19 PM
539	Body cameras are okay but not the answer - too easy to accidentally turn off	7/30/2020 7:57 PM
540	I worry about the impact of this against BIPOC, I could see it being dangerous or I could see them being targeted afterwards. I'm on the fence and I'm not against it but I worry for people's safety.	7/30/2020 7:46 PM
541	recordings should be accessible to the public but restrictions need to be in place as citizens still have a right to privacy.	7/30/2020 7:33 PM
542	There needs to be some sort of punishment for when body cameras are turned off or not on during civilian interaction.	7/30/2020 4:53 PM
543	Any arrest made while a body camera is not on and functioning should be invalidated and thrown out. Body cam footage should be readily available in EVERY case.	7/30/2020 4:53 PM
544	body cams will catch the bad cops but mostly will help the cops that are charged by people just looking to make a name	7/30/2020 4:46 PM
545	I want the body cameras so that Police "bad" actions are deterred and if take place, are recorded. I don't want the cameras to be used to intimidate citizens.	7/30/2020 4:29 PM
546	Protecting civilians identity when viewed publicly. Do not restrict identity of officers.	7/30/2020 4:16 PM
547	Body camera footage should be held for prosecuting and defense attorneys in criminal matters until the litigation has started and it part of public record. But all recordings should be available for civic review after 30 days.	7/30/2020 3:36 PM
548	There should never be restrictions, and anyone found purposefully ignoring or getting around this law should be sent straight to prison for life.	7/30/2020 2:44 PM
549	The Department of Public Safety should host cloud based storage and data management for all law enforcement entities using body worn cameras.	7/30/2020 2:29 PM
550	Police should not be able to turn them on and off at will. As public officers, access to the recordings should be public except in the cases of victim protection (e.g. responding to a domestic assault).	7/30/2020 12:37 PM
551	Officers should not be allowed to turn the cameras off, and footage should be easily accessible to the public	7/30/2020 12:26 PM
552	I would support as long as there were stipulations in place regarding body camera malfunctioning as a reasonable excuse for it not being activated. Public access should be governed by current FOIA rules and regulations, just as any other video/documentation.	7/30/2020 12:18 PM

SURVEY ON POLICE REFORM IN VERMONT

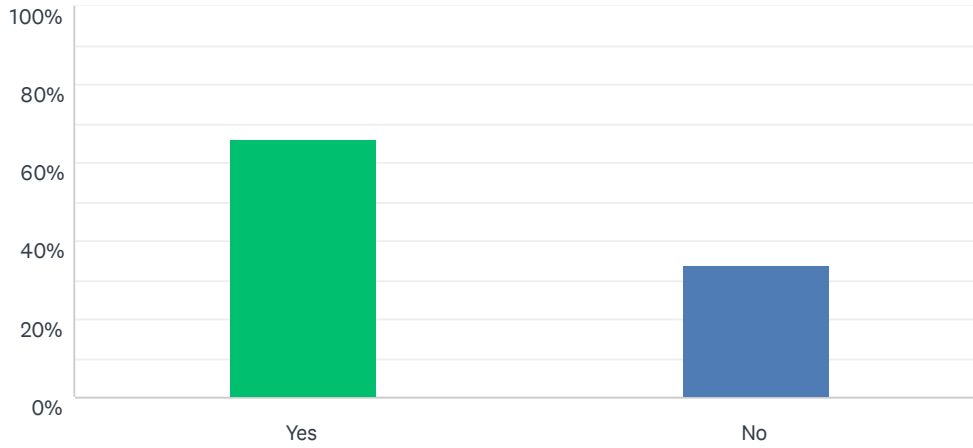
553	Cameras on our streets would also aid with criminal apprehension. It would create more jobs, interventions on possible crime before it happens, and free up police to deal with day to day tasks.	7/30/2020 12:04 PM
554	Body cameras are only as good as who has control of the unedited footage. Oh, and they have to be ON!	7/30/2020 10:23 AM
555	Should only mandate agencies have BWC, assist in funding their purchase or replacement for agencies who have had them for a while but need updating, and require the department set the policy. Should not be the legislatures job. They make laws not policies.	7/30/2020 10:23 AM
556	Who's going to pay for this? If a body camera fails, will the word of the individuals involved be believed?	7/30/2020 10:09 AM
557	Cameras are good for non-biased recording of facts of interactions. The recordings can still be misused to present biased narratives. Is important to restrict the recordings to responsible parties who will not misuse them to further political agendas. Specifically, political action groups and media outlets should not be allowed to have access, and access should be restricted to judges, juries, lawyers, courts, and oversight panels with non-political motivations.	7/30/2020 10:01 AM
558	i support this BUT i think this is less important than many of the other items listed above and would prefer to see financial resources diverted elsewhere.	7/30/2020 9:36 AM
559	Body cameras just result in additional funds being spent on policing and footage can be used to further police communities already disproportionately impacted by policing, particularly people of color. The existing research on the use of body cameras by police shows mixed results, is often biased (e.g. funded by the FBI), or looks at officer or citizen perceptions, rather than behavioral metrics.	7/30/2020 9:09 AM
560	Keeps everyone honest. Tired of one sided videos or parts of videos only showing "parts" or what someone wants people to see or believe.	7/30/2020 8:10 AM
561	The general public does not need regular access to body camera recordings. Would you feel comfortable if you or a loved one were having a crisis and it was being recorded for the public to watch? What if you were a victim of a crime, already feeling vulnerable and worried about retaliation, would you feel safe knowing your recording is publicly available? Doctors don't wear cameras because it violates privacy. There are no cameras in classrooms for public viewing because it violates privacy. People deserve privacy when dealing with law enforcement, too. I believe body cameras help keep police accountable for thier actions, and the recordings should be used for evaluations and training purposes. The circumstances surrounding public release of body camera footage may be an exception, however public release should not be the rule.	7/30/2020 7:56 AM
562	I too cameras are important...I also think public access is important but I also don't know how you protect the privacy of citizens until they're proven guilty (at which point I don't care if their rights to privacy are impeded on as they should not have committed a crime if they care about personal rights).	7/30/2020 7:41 AM
563	Policy on how and when these could or should be accessed and by whom for what reasons. Maybe oversight on access requests. Provide appropriate protection of privacy rights	7/30/2020 6:37 AM
564	I don't like a movement towards everything being on camera. (stores, streets, people, everywhere is a camera. Would prefer addressing the issues relative to the needs of recordings.	7/30/2020 5:33 AM
565	All access all truth please	7/29/2020 10:26 PM
566	Public access to recordings should be made easy and free of charge to everyone. Police officers are paid because of our tax dollars and should be answerable to the public. Moreover, obtaining body cam footage should not create any under hardships or stress - to create greater trust there needs to be greater transparency	7/29/2020 9:31 PM
567	Having a body camera on makes you stop and think, and that hesitation can kill you. Also, the public should NOT have access to video of people that they can exploit. Proper authorities should be the only ones with access to video, as well as the victim/people in the video.	7/29/2020 9:28 PM
568	absolutely. what are the police trying to hide? show what they do! they should be proud of how they act, not hide their excesses.	7/29/2020 8:40 PM
569	This would protect both citizens and police officers.	7/29/2020 8:38 PM

SURVEY ON POLICE REFORM IN VERMONT

570	Body cameras are great but can fall short of showing the viewer the big picture. Cameras cannot show how the officer is feeling or their perceptions.	7/29/2020 8:16 PM
571	Yes. Evidence in the past when body cams were used showed a dramatic decrease in reports of police brutality. What is omitted in the media is this decrease was not because police behavior changed radically but instead citizen's behavior did. They lied less about the encounter. Make citizens accountable, just like the police!	7/29/2020 6:36 PM
572	all body cameras should not be DE-activated, muted by officers at any time during entire shift and content to be stored for the public unrestricted , uncensored	7/29/2020 6:29 PM
573	However, if it follows the Legislature's usual efforts, it will make compliance exceptionally expensive and nearly impossible to adhere to.	7/29/2020 6:23 PM
574	It could be infringement on a persons right to privacy. Not everyone should be able to access this video.	7/29/2020 5:57 PM
575	Body cameras do not work if police are allowed to turn them off. There should be penalties for officers that turn off their cameras.	7/29/2020 5:53 PM
576	.not sure	7/29/2020 5:50 PM
577	This is a necessity to keep those in their custody, especially people of color, safe.	7/29/2020 5:44 PM
578	Video of citizens should only be released with approval of said citizen.	7/29/2020 5:41 PM
579	Treat them the same as other police records such as arrest reports, incident reports, etc.	7/29/2020 5:27 PM
580	I think all cops should have cameras on them to keep them and criminals accountable for their actions when they come into contact.	7/29/2020 5:17 PM
581	Body cameras don't necessarily show the exact situation as it exists which could then lead to more protests and violence	7/29/2020 4:06 PM
582	I would think what's on the camera would be evidence and that should be treated as all evidence is treated.	7/29/2020 3:25 PM
583	Public access should be regulated.	7/29/2020 1:33 PM
584	Yes but this policy has to written by police professionals. Not citizens or legislators that do not understand law enforcement policies or procedures.	7/29/2020 1:09 PM
585	Smaller agencies do not have the proper funding today.	7/29/2020 12:27 PM
586	We have not properly funded law enforcement. Back end storage cost of body cameras are a huge expense. Vermont legislature cut funding for fair and impartial policing efforts 3 years ago. Unfunded mandates are a huge problem in Vermont policing.	7/29/2020 12:03 PM

Q3 Should the legislature create a state-wide legal standard clarifying when police may use lethal force in Vermont?

Answered: 1,447 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	66.14%	957
No	33.86%	490
TOTAL		1,447

SURVEY ON POLICE REFORM IN VERMONT

#	PLEASE SHARE ANY CONCERNS OR SUGGESTIONS REGARDING A USE OF LETHAL FORCE STANDARD.	DATE
1	Saving a life is the most important thing. Using lethal force for any other reason should be absolutely unacceptable. Someone evading arrest, being uncooperative, or disrespectful is not a reason for pulling out a weapon.	8/22/2020 8:40 AM
2	End qualified immunity. Vermont law shields officials who abuse their power from meaningful accountability. State lawmakers need to disincentivize police misconduct. Remove police from schools. The presence of "school resource officers" (SROs) disproportionately harms students of color, students with disabilities, and low-income students. We must end the use of police in schools and invest in educational support services. Limit police involvement in low-level offenses. We must prevent unnecessary police interactions which disproportionately impact people of color. That includes limiting police involvement in mental health crises, authority to conduct "consent"-based searches, and discretion to cite or arrest for petty offenses like "disorderly conduct." Ban police use of military-grade equipment and techniques. Police militarization is unnecessary and dangerous. Giving police military equipment encourages the use of paramilitary tactics with civilians, including no-knock raids, as well as abusive "crowd control techniques," such as use of pepper spray, rubber bullets, tear gas, and sound canons. Prohibit use of new and invasive surveillance technologies, including new surveillance technologies, advanced or autonomous weaponry, facial recognition software, and predictive policing technologies. Require appointment of independent counsel outside of State's Attorneys and the Attorney General's office to review and prosecute police misconduct. Increase transparency so that police misconduct cannot be concealed. That includes ending confidentiality for officer disciplinary records and other limits on public access to information. Require robust, systemwide data collection and analysis from police, prosecutors, courts, parole board, and Department of Corrections to detect and eradicate systemic racism. Establish community control and authority over law enforcement, including over police priorities, transparency, and discipline, and end collective bargaining agreement provisions that limit oversight and accountability. INVEST in communities, not policing. It is time to demand that our laws and our investments match our values as Vermonters, and to affirm that Black Lives Matter. Local and state policymakers must prioritize people and communities, not policing and prisons.	8/21/2020 10:52 PM
3	End qualified immunity. Vermont law shields officials who abuse their power from meaningful accountability. State lawmakers need to disincentivize police misconduct. Remove police from schools. The presence of "school resource officers" (SROs) disproportionately harms students of color, students with disabilities, and low-income students. We must end the use of police in schools and invest in educational support services. Limit police involvement in low-level offenses. We must prevent unnecessary police interactions which disproportionately impact people of color. That includes limiting police involvement in mental health crises, authority to conduct "consent"-based searches, and discretion to cite or arrest for petty offenses like "disorderly conduct." Ban police use of military-grade equipment and techniques. Police militarization is unnecessary and dangerous. Giving police military equipment encourages the use of paramilitary tactics with civilians, including no-knock raids, as well as abusive "crowd control techniques," such as use of pepper spray, rubber bullets, tear gas, and sound canons. Prohibit use of new and invasive surveillance technologies, including new surveillance technologies, advanced or autonomous weaponry, facial recognition software, and predictive policing technologies. Require appointment of independent counsel outside of State's Attorneys and the Attorney General's office to review and prosecute police misconduct. Increase transparency so that police misconduct cannot be concealed. That includes ending confidentiality for officer disciplinary records and other limits on public access to information. Require robust, systemwide data collection and analysis from police, prosecutors, courts, parole board, and Department of Corrections to detect and eradicate systemic racism. Establish community control and authority over law enforcement, including over police priorities, transparency, and discipline, and end collective bargaining agreement provisions that limit oversight and accountability. INVEST in communities, not policing. It is time to demand that our laws and our investments match our values as Vermonters, and to affirm that Black Lives Matter. Local and state policymakers must prioritize people and communities, not policing and prisons.	8/21/2020 10:52 PM
4	Police should not carry lethal force weapons except when responding to most incidents. Their service firearms should be locked in their cruiser or at the station, and they should inspect and prepare it at the start of each shift. If they are responding to a call that may necessitate their firearm, they can take 30 extra seconds to collect it. Simply taking their weapon from it's	8/21/2020 9:43 PM

SURVEY ON POLICE REFORM IN VERMONT

locked storage should be considered a use of force. Most officers never use their weapons on the job in their careers, and introducing firearms escalates most scenarios. Always having deadly force increases the likelihood that an officer will kill someone.

5	It is not possible to cover every conceivable situation. Therefore with proper training a certain trust must be placed on each officer to perform his/her duty to the best of his/her ability.	8/21/2020 9:33 PM
6	As long as the clarification is that lethal force should never be used. Again, trainings are only going to accomplish so much. The improper use of lethal force (aka the murder of a citizen at the hands of police) needs to be addressed at the system level.	8/21/2020 9:22 PM
7	once again, entirely useless, but it's something	8/21/2020 8:16 PM
8	They should never be allowed to use lethal force.	8/21/2020 6:57 PM
9	Police should be involved in working on this standard and should have veto power if the policy/standard can put officers lives in danger.	8/21/2020 4:16 PM
10	No lethal force except when stopping a mass shooter	8/21/2020 4:12 PM
11	It should be absolutely the last resort	8/21/2020 3:33 PM
12	The standard should say that police are never allowed to use lethal force	8/21/2020 12:05 PM
13	Ban all chokeholds. There should also be legal standards clarifying when officers MUST administer (or call to get) medical care for someone. Time and time again, there are situations where police put people in choke holds where they say "I can't breathe," and the cops do nothing, which results in the person's death. If medical attention is withheld, there should be immediate consequences (my opinion is that the cop is fired and charged, especially if the person dies in their custody and as a result of the cop withholding medical care).	8/21/2020 9:15 AM
14	And it should be save organization streamed situation with legitimate danger this standard coupled with body camera and real accountability might help shift this system to one of REAL safety for ALL public good not just white community members.	8/21/2020 8:55 AM
15	The cause should be definitive not reasonable. The use of lethal force must only be ok if it can be proven that someone's life was in danger without a doubt	8/21/2020 7:46 AM
16	Maybe? I'm hesitant to say yes to this one because I would be concerned that police think that they have to and that it's appropriate to use lethal force in some situations, and I don't necessarily think that's true.	8/21/2020 7:30 AM
17	Yes but it would be a lot easier to abolish the police.	8/21/2020 3:12 AM
18	The criminal justice training counsel and other law enforcement experts with experience in the field should create these standards in collaboration with the legislature.	8/20/2020 10:17 PM
19	I don't know enough about the pros and cons of a statewide standard to have a strong opinion about this but at first blush it seems like a good idea.	8/20/2020 10:08 PM
20	It must be able to be enforced and investigated by outside agencies.	8/20/2020 9:46 PM
21	Every situation. Is different and can not fit into a certain box. If an officer feels his life or the lives of others are threatened he has the right to use lethal force.	8/20/2020 9:45 PM
22	There is already a federal standard which is the best practice.	8/20/2020 9:08 PM
23	Lethal force--how has it been viewed elsewhere to allow inappropriate reaction?	8/20/2020 8:01 PM
24	It should never be used	8/20/2020 5:57 PM
25	This standard must be very specific in order to deter wishy washy reports on use of lethal force. There are very few instances in which police should be allowed to use lethal force and I would hate to see this standard make things more complicated, not less. Overall, lethal force must be seen as an absolute last resort, not something they may do at their own will and under a legal document.	8/20/2020 4:57 PM
26	The use of lethal force standard should be that lethal force is not legal, why does our government allow one body to enact executions over another aka police murdering civilians. If BIPOC communities lived in a country where their lives were not at risk when interacting with law enforcement, there would be a reduction in violence and desperation. It is also scary to	8/20/2020 1:37 PM

SURVEY ON POLICE REFORM IN VERMONT

know our government supports arming a specific group of people to enforce social order at the risk of the entire community.

27	I'm shocked by the implication that at the moment police are free to use lethal force whenever they want with no repercussions.	8/20/2020 1:09 PM
28	And officers who disregard this standard should be criminally charged along with any officer who impedes any investigation.	8/20/2020 12:40 PM
29	I don't believe that the police should use lethal force.	8/20/2020 12:36 PM
30	Police should not use lethal force, or any force 99% of the time.	8/20/2020 12:18 PM
31	It should require being fired upon with a gun	8/20/2020 12:11 PM
32	Because each situation is so variable, I'm not sure a statewide standard would be sufficient. I would think it would need to be so vague that it would then be almost useless. Instead, I'd support a statement that basically says, "Don't use lethal force." Of course, that would always be followed up by, "Unless..."	8/20/2020 12:00 PM
33	And it should be never.	8/20/2020 11:59 AM
34	When the death or permanent severe injury is about to happen to the PO or another citizen that is provable. BEYOND ANY REASONABLE DOUBT. Exigent circumstances, as in, someone with active usable explosive device that could/would caused death, serious physical injury etc.	8/20/2020 10:45 AM
35	The standard should be at least that of a citizen using a self-defense argument in a murder case - and maybe even stricter given that police are specifically trained to handle such situations.	8/20/2020 10:23 AM
36	With significant input and feedback from BIPOC and women.	8/20/2020 10:04 AM
37	This will be difficult considering seconds could be the difference between life and death of all parties involved.	8/20/2020 9:55 AM
38	Lethal force should not be allowed.	8/20/2020 9:53 AM
39	Absolutely. We need to build in systems of accountability for our public services.	8/20/2020 7:24 AM
40	Lethal force should be an exception not a rule. Police should aim to disarm	8/20/2020 7:14 AM
41	Yes. When a life is in danger, lethal force is permitted.	8/20/2020 6:36 AM
42	I don't even know what it is now.	8/20/2020 5:38 AM
43	Yes, if done as part of a research-based, deliberative process with the right stakeholders at the table	8/19/2020 10:21 PM
44	Police should have to run away first rather than shoot. There should be a requirement of police being unarmed as a default. No traffic stops where an officer has a gun. There should be zero tolerance for officers antagonizing people or being macho, for escalating situations. Like with the officer who killed a man in Burlington by escalating a situation and getting into a physical fight with him and fracturing his skull (!). Someone having a knife is not a reason to shoot them. Most of us would run away if we had the chance, or find some other way to deescalate the situation from a safe distance. That's what we do in the mental health field. We are unarmed and are forced to use our other skills. We don't push people around with lethal force. The "punishments" in the US are doled out through the court system, not through physical punishment by cops. There should be no chokeholds and if someone needs to be restrained it needs to be in a way that can't suffocate them or is very unlikely to. Again, in the mental health field we have trainings on this. I certainly hope the police do, but they seem to do all kinds of things we don't do, including pinch people, punch people, kneel on their necks, and taze people. Tazing and other "non-lethal" uses of force like rubber bullets can be fatal. Use of force should cover stuff like banning tear gas because of it's significant health effects like inducing menstruation. Also, police should have to call for backup and have comprehensive plans for resolving situations without using lethal force. There is almost always another way to deal with things. Especially when there's one disorderly person or a small number of disorderly people.	8/19/2020 10:21 PM
45	Prefer only as a last resort and "reasonable person" fear for life standard	8/19/2020 9:00 PM
46	It should be very very very strict. Nurses manage to subdue all sorts of drugged, mentally ill,	8/19/2020 8:57 PM

SURVEY ON POLICE REFORM IN VERMONT

violent people without killing or even injuring them.

47	If there isn't one already?	8/19/2020 8:45 PM
48	Please enforce training and education in alternative options to use of lethal force. Please require case study, like a grand rounds, for all cases where lethal force was used for professional development. Please allow the victim's family/ those persons involved in the case to make a statement that will be used in the case study. Bring back dignity and respect of human life.	8/19/2020 8:31 PM
49	This is not realistic as situations happen on a split second basis and the officer must be able to make the decision about the force used based in that moment.	8/19/2020 8:20 PM
50	It would have to allow municipalities to set stricter standards -- be a floor, not a ceiling.	8/19/2020 7:57 PM
51	BEST NON lethal techniques	8/19/2020 7:54 PM
52	Absolutely!!!	8/19/2020 7:49 PM
53	police are killing innocent black men!! Police are killers!!	8/19/2020 7:19 PM
54	But again this needs to be combined with civilian oversight of judgment. A standard that is enforced by the Police System would not make any difference at all.	8/19/2020 7:06 PM
55	No immunity, either.	8/19/2020 6:11 PM
56	I believe this could potentially be a valuable tool in transforming policing. But it may be counter productive. Is there a way to study those situations that have gone very wrong, to learn from them and apply the wisdom learned? Perhaps there should be tremendous incentives within the police force, to bring all complex situations to a peaceful conclusion, and a penalty for whole departments that have to use lethal force. Also, perhaps there should be mandatory state review of any instances resulting in lethal force, with anything other than absolute transparency and clear reasons for the use of such force. Anything other than that should be grounds for serious consequences to anyone utilizing that last option measure. Finally, in the spirit of transparency, perhaps whistle blower status should be given to all officers at all times, without fear of retaliation, in order to keep membership on the force as a constant learning opportunity, and rewarding officers who make valuable contributions in this way.	8/19/2020 5:30 PM
57	Police officers should be held to the same standard as the rest of us.	8/19/2020 4:07 PM
58	Not sure	8/19/2020 3:55 PM
59	We should use an OBJECTIVE standard--ie when there is a serious risk of death to the PO or others, NOT a "subjective" standard such as when the PO felt afraid. People feel afraid because of racist assumptions.	8/19/2020 12:56 PM
60	I honestly do not know how to answer.	8/19/2020 10:56 AM
61	It's difficult to create an all encompassing rule. I do not want police officers to use excessive force but it's a difficult job and I want them to feel safe as well	8/19/2020 10:40 AM
62	But I expect that might be hard to write...	8/19/2020 10:17 AM
63	Lethal use of force standards must be fair and reasonable. Every situation officers encounter is unique. We must account for the humanity of all parties.	8/19/2020 9:11 AM
64	Any trained officer clearly knows what they are doing!	8/18/2020 12:19 PM
65	The legislature should take away the guns from most police officers and instead have only a small, highly specialized unit for responding to active shooter situations.	8/18/2020 11:07 AM
66	Lethal force may only be used in response to lethal force. Lethal force must be retaliatory if not it is murder.	8/18/2020 10:13 AM
67	Can there be a "uniform standard for that" I don't know all the questions that could arise. To be sure if self defense, then it can be used but we all know that it is being misused by some saying they it was self defense and it wasn't. Then they are protected at the end of the day to get away with that....hence why we are here with this question.	8/18/2020 8:57 AM
68	Easy to make a policy of minimal violence when one doesn't have to respond to stressful situation. Should be understood when police says stop ... one must stop	8/17/2020 2:22 PM

SURVEY ON POLICE REFORM IN VERMONT

69	It should almost never need to be used. The focus should be on de-escalating	8/17/2020 1:39 PM
70	No, we should defund the police and invest heavily in impacted communities.	8/17/2020 12:26 PM
71	They should put more effort into educating the public as to what lethal force is and why and when it's used. NO COP GOES TO WORK WITH THE INTENT TO USE LETHAL FORCE. Its a last resort.	8/16/2020 9:51 PM
72	informed by and in consultation with BIPOC Vermonters	8/16/2020 4:38 PM
73	Yes. And the state should allow public commend on the standard.	8/16/2020 12:18 PM
74	There should be a use of force continuum that sets a standard for how much force may be used in a given situation.	8/16/2020 12:17 PM
75	But I think cities should be able to create stricter policies	8/16/2020 9:27 AM
76	Subjective judgements on the part of the officer in question about his or her own safety should not be entertained. It can be justified if the public is in imminent danger of mortal harm. If the officer feels threatened absent an imminent mortal threat to the public, the officer should withdraw, not engage lethal force. The Campaign Zero model policy is a good start: https://static1.squarespace.com/static/56996151cbced68b170389f4/t/5defffb38594a9745b936b64/1576009651688/Campaign+Zero+Model+Use+of+Force+Policy.pdf	8/16/2020 9:25 AM
77	Tasers should be used instead of lethal force and should not be used for any other use (such as to get compliance). Lethal force should only be allowed if there is a real danger. Perceived danger because of race or mental health disability, or having "felt like" one's "life was threatened" would not be an adequate excuse. Actual danger should be the standard. Officers should get training on how to tell the difference between their visceral overreactions to certain types of people, and real danger. Egregious acts of excessive force in the form of murder, should be prosecuted as murder. There should be no "qualified immunity" for crimes committed by police.	8/16/2020 12:17 AM
78	Everyone should be on the same page with clear expectations.	8/15/2020 4:34 PM
79	not having followed details of citizen deaths, too many incidents seem to occur where police have been hasty in firing	8/15/2020 2:44 PM
80	Use lethal force only when absolutely needed not just when a cop "feels threatened"	8/15/2020 9:37 AM
81	This seems like a good idea, but also seems fraught with complexity. One look at qualified immunity should be enough to show the flaws in this idea. Qualified Immunity has been reinterpreted by the courts in ways that have now made it a virtually impenetrable shield for police misbehavior.	8/15/2020 8:15 AM
82	police should be able to defend themselves. If their use of lethality is questionable, it should be prosecuted	8/15/2020 7:42 AM
83	Again, this seems overkill. Give them the tools and training and SUPPORT they need	8/15/2020 7:38 AM
84	Lethal force should only be a very last resort, and any use of lethal force should be subject to an investigation by an outside party (not within the police department or even the prosecutor in that city/county, since they rely on the police to do their job and will be less likely to actually investigate allegations fully and dispense appropriate disciplines).	8/15/2020 7:10 AM
85	But there already is one.	8/14/2020 9:46 PM
86	Use of lethal force in violation of this standard should result in harsh penalties (firing/arrest).	8/14/2020 9:16 PM
87	This should only occur to emphasize the very rare occasions in which lethal force is allowable, to restrict the instances in which it is currently acceptable, and to allow for public oversight and input into police actions. It should not be a signal to police that lethal force is a legal and acceptable practice.	8/14/2020 9:07 PM
88	Hire good talent and train them well!!	8/14/2020 6:59 PM
89	A board of police, public, and legislatures, should be created to develop such and then run it by the legislature and the public at large	8/14/2020 6:58 PM
90	If the force is warranted by an unruly , unsafe citizen, give the police the authority needed to apprehend that citizen!!	8/14/2020 3:20 PM

SURVEY ON POLICE REFORM IN VERMONT

91	Again, this bears repeating: Once the police force is reduced by 95%, then yes: the remaining police force should have such a standard.	8/14/2020 12:49 PM
92	I do understand that police officers encounter situations where they are in fear for their lives. However, I think it is always best to try to de-escalate a volatile situation. In no case do I feel firing multiple times is warranted. I am horrified by the news in other states of police firing 12 times.	8/14/2020 12:36 PM
93	My understanding is there is some kind of policing policy document at The League of Cities and Towns. Is it any good? Is it used?	8/14/2020 12:23 PM
94	Lethal force should only be allowed when someone is actively trying to kill an officer. NOT when someone feels threatened, not just because an officer wants to subdue a suspect.	8/14/2020 9:25 AM
95	The legal standard should have very high and specific standards regarding lethal force.	8/14/2020 9:09 AM
96	The lack of a standard is what has gotten us into this mess!	8/14/2020 8:54 AM
97	Lethal force should never be sanctioned by the state. Shoot-to-kill is archaic. Shoot-to-disarm-only-as-a-last-resort is better.	8/14/2020 8:40 AM
98	This seems impossible to me. In my opinion police training should be to never need to use lethal force as officers should be trained to de-escalate and certainly in handling weaponry to stop a situation without lethality. However, there are situations that can not be predicted or predictable and lethality may result.	8/14/2020 7:48 AM
99	already have standard	8/14/2020 7:36 AM
100	Graham v Conner is correct	8/14/2020 7:32 AM
101	Of course this is important on paper, but as we saw in Minneapolis, ineffective in application. Minneapolis had one of the most progressive, community-based policing systems in the entire country, and police officers still murdered George Floyd. This legal clarification of use of force should also be secondary to legislation that replaces present-day policing with unarmed, well-trained, resourced first responders. I am still answering yes to this question, but urging the legislature to look further and think more critically.	8/13/2020 8:55 PM
102	Currently in the United States we hold Law Enforcement to a LOWER standard than a law abiding citizen having to use deadly force.	8/13/2020 6:54 PM
103	choke holds should only be allowed when using lethal force / all deterrents should be implemented before the use of lethal force	8/13/2020 5:09 PM
104	Lethal force should never be used.	8/13/2020 12:32 PM
105	There are too many variables to try to legislate them all. Good cops know what to do and when.	8/13/2020 11:17 AM
106	Police should not be authorized to use lethal force. You can fully disarm and debilitate someone in a dangerous situation without using lethal force. No life should ever be taken by police under any circumstances. Lethal force always has been abused by police as a way of upholding systems or terrorist white supremacist oppression and there must be no further use of lethal force by police hands in Vermont. I was at the high school as a senior when Nathaniel was killed by the police. I heard him die and I watched as my school was surrounded by officers a d swat teams who decided to take his life after only about an hour of negotiations. I will NEVER trust police with any persons safety after that, especially as someone who struggles with mental illness, who knows people who struggle with addiction, who is low income, queer, who stands with BIPOC community members and friends. I know who's lives are valuable and I know that everyone struggles personally and in community. Police have no right, ever, under any circumstance to kill anybody in Vermont.	8/13/2020 11:09 AM
107	all situations are unique.	8/13/2020 10:34 AM
108	The current case law surrounding police Use of Force has been established and vetted by the Supreme Court already. Creating new legally untested statues opens the state, and departments up to law suits and creates more ambiguity for officers in terms of the policy.	8/13/2020 10:06 AM
109	we should adopt California's rule that lethal force must be necessary not just reasonable.	8/13/2020 8:43 AM
110	No. Tell me how any legislature can sit in an office and decide when lethal force is appropriate.	8/13/2020 8:42 AM

SURVEY ON POLICE REFORM IN VERMONT

These men and women are trained to know when their life or the lives of others are in danger to the point that lethal force may be necessary.

111	If I were a police officer and they did that I would find another career. Where has common sense gone? Do something like that and if you think McDonalds has issues hiring people the Police will be worst. You couldn't pay me enough to deal with the criminals and then find out that because of a technicality my job and life and reputation is ruined because I didn't say Please, or Stop Please and whatever ridiculous law legislation passed to please the squeaky wheel.	8/13/2020 8:25 AM
112	The use of lethal force should definitely have strict rules.	8/13/2020 12:28 AM
113	If you can. I think there are so many different situations and things at play that it would be hard. I think the police cameras and someone or a small group using those to help police better understand what they can do is more helpful.	8/13/2020 12:16 AM
114	Case specific. Training is where this should be defined	8/12/2020 10:00 PM
115	Every situation is different	8/12/2020 9:25 PM
116	When an officer feels that their or another life is in danger then i feel that lethal force is justified. To me it is simple, when an officer asks you to do something do what they ask. When you comply with their requests then there won't be any force needed, lethal or not.	8/12/2020 9:22 PM
117	Lethal force should never be allowed in circumstances when police "believe" their lives are in danger. It must be based on a clearly objective standard such as when lethal force is necessary for preventing severe injury or death of a bystander or officer because of previous actions of the victim (e.g. shooting at the officers). Officers should never be allowed to shoot blindly into houses or crowds. Countless examples of white active shooters being successfully detained by police without lethal force make it clear that the problem is not that police are unable to safely detain people, but that racial bias makes them incapable of safely detaining people of color and particularly Black people. Lethal force standards must also be coupled with ending qualified immunity.	8/12/2020 7:01 PM
118	Only if legislature has gone through the policy academy. I don't envy today's law enforcement officers, but am very grateful. They need to protect themselves and the citizens they are sworn to protect. If it means a criminal's death over a law enforcement officer then good bye criminal. You should have not broken the law and done what you were told to in the beginning.	8/12/2020 6:44 PM
119	Only with the guidance of those involved and have knowledge Many times those making the rules have no concept of what maybe involved in a situation and have unrealistic expectations	8/12/2020 6:13 PM
120	If only to ensure that there is a minimum standard so that some chief doesn't decide they like things wild west style.	8/12/2020 6:07 PM
121	I dont believe you can do that. If an officer feels their life is in danger that is a decision they should be properly trained to make	8/12/2020 5:49 PM
122	It should be when the officer feels his life or the life of another is in danger, or in danger of serious bodily injury.	8/12/2020 5:32 PM
123	You shoot at a police officer , you attempt to beat on a police officer , or any first responder , you point a weapon at them , guess what , You are gonna Die , you know DEAD , lets protect the first responders and the police	8/12/2020 5:29 PM
124	Legislature doesn't know anything about being a police officer	8/12/2020 5:26 PM
125	I would support state-wide use of lethal force legislation as A PART of HOLISTICALLY reforming the oppressive systems in our state of Vermont.	8/12/2020 5:00 PM
126	I do not think it is possible to parse every situation--especially when officers are required to make split second decisions--so in my opinion this kind of "standard" ties their hands without any informed sense of its impact.	8/12/2020 4:11 PM
127	I doubt if a "standard" or "policy" can be written that will address all situations in which lethal force may be required. There are other ways, such as training, oversight, and regular reviews, that properly prepare our police officers for doing their job.	8/12/2020 3:08 PM
128	Police need to be de-militarized and need much more training in de-escalation. Need to get back to "protecting and serving" the community instead of using military style training	8/12/2020 2:13 PM

SURVEY ON POLICE REFORM IN VERMONT

	techniques and equipment	
129	There are very specific lethal force procedures that it is known put victims at great risk of death or disability. Kneeling on the neck of a person on the ground can never be considered okay. Choke holds. Why, when someone has been put under arrest and is in cuffs behind their back do they need anything more?	8/12/2020 2:04 PM
130	But please don't stop here. The police I don't know ever needs to use lethal force but that can be determined by a expert task force on true justice. It should certainly be extremely rare.	8/12/2020 1:54 PM
131	lethal force should be last resort. If anyone dies because of lethal force used by police, investigation by outside group needed (i.e. police should not investigate themselves). Lethal force should include any force that results in death or debilitating injury (i.e. choke hold is not lethal force but has killed people.)	8/12/2020 1:41 PM
132	Seems too subjective to be enforceable?	8/12/2020 1:29 PM
133	Lethal force should only be used in cases where death of the officer is imminent, if any other options are available they should and must be used first. There is no justification of an unarmed person being shot and killed by police.	8/12/2020 11:54 AM
134	I think I agree with this but I don't know enough about what it should include/how it should be stated.	8/12/2020 11:33 AM
135	Unless it takes into account what the average person or police officer would feel at the time Lethal force is used. Monday morning quarterback is not a fair standard.	8/12/2020 11:17 AM
136	I think it would be very rare that legal force should be used.	8/12/2020 9:53 AM
137	Abolish Police/Prisons	8/12/2020 9:42 AM
138	Federal case law already addresses this.	8/12/2020 9:33 AM
139	Guidelines, yes...a 'standard' will not often apply, as almost every call out is under different circumstances. De-escalation training is paramount, and needs to be a first effort....but a REAL effort must be made to de-escalate first.	8/12/2020 9:15 AM
140	this must include an end to qualified immunity, otherwise we will never know when lethal force and misconduct co-occur.	8/12/2020 8:55 AM
141	My concern is the legislature creating this legal standard have never worked a shift as a police officer nor have they had to make split second decisions that can alter the course of someone's life. If they are to create this state wide legal standard they should first be required to spend a week riding along with different officers, deputies and troopers from around the state, not just in the Williston or Burlington areas.	8/12/2020 8:29 AM
142	I would be afraid such language would end up being too wordy and merky and cause confusion and Frivolous lawsuits	8/12/2020 8:12 AM
143	lethal force should be used so sparingly that this shouldn't be a conversation. no one should die because they "look suspicious," or because they stole something from a store. police aren't executioners.	8/12/2020 7:51 AM
144	The laws should be the same across the COUNTRY about when to use force. The more uniform the laws, the easier it will be to weed out the bad apples	8/12/2020 7:26 AM
145	It's basically saying we don't trust the people who swore an oath to protect us.	8/12/2020 12:11 AM
146	Isn't there standard already in statute and decisions?	8/12/2020 12:06 AM
147	Unsure about this	8/11/2020 10:31 PM
148	Police should not use lethal force with qualified immunity.	8/11/2020 9:53 PM
149	Eliminate qualified immunity.	8/11/2020 9:26 PM
150	I think there are times when the police need to protect themselves and those they are trying to help. Trying to shoot at police officers is not acceptable under most circumstances and tying the police's hands will just result in injured or dead officers.	8/11/2020 8:35 PM
151	I find it surprising that police use lethal force in cases where something less would stop the person, such as tasers, shooting people in the leg, etc. It seems like sometimes lethal force is	8/11/2020 8:29 PM

SURVEY ON POLICE REFORM IN VERMONT

	done more by instinct than by thought. This needs to stop.	
152	Already defined as when in the fear of danger.	8/11/2020 7:15 PM
153	I would say that legislative intent, while likely to be positive, will just further muddy the water. Let local communities, who regulate their police, manage this.	8/11/2020 5:15 PM
154	This already exists. There are very clear instances of when lethal force can and should be used. Whoever created this survey should familiarize themselves with police practice prior to trying to drum up support for a cause they clearly don't know enough about. Perhaps the focus should be put on teaching the general public more about when/why/how lethal force can be used.	8/11/2020 3:56 PM
155	This has been addressed by the SCOTUS already. Graham V. Connor	8/11/2020 3:56 PM
156	Legislature knows nothing about the "in-the-trench" situations of any police officer.	8/11/2020 3:12 PM
157	Policing is not a one size fits all issue. Given the various department sizes, budgets and opportunities for training throughout Vermont law enforcement agencies, not every agency will have access to the capabilities that may be required by a state-wide standard. For example, a larger department with a greater operating budget would be able to purchase a new technology (say something along the lines of a taser) that may be appropriate for use on an individual instead of pepper spray or a baton. A smaller department may not be able to afford to purchase, maintain and deploy said technology and could be "out of compliance" with a state standard while still being able to deploy the appropriate use of force or compliance tool.	8/11/2020 2:48 PM
158	The Standard remain proportionate to the threat police are facing at the time. As morale towards law enforcement decreases there will be increased situations where police are put in dangerous situations (for example, 2 officers being unable to control a scene due to 15 civilians refusing commands, corraling around the officers, and either subsequently assaulting the officers OR the initial suspect)	8/11/2020 1:25 PM
159	While this sounds useful, police should not be using lethal force in the vast majority of situations. I would rather see effort go toward the full 10-point plan outlined by the ACLU: https://www.acluvt.org/en/plan-reimagine-policing-vermont	8/11/2020 1:21 PM
160	I would not support a bill from Montpelier because the liberal minded are far to influenced by the whole George Floyd blm movement! They could not put themselves in the correct thought process of "if I were in a life or death scuffle / fight a choke hold may be essential to keep that person from grabbing their gun and killing them"	8/11/2020 1:09 PM
161	It's their lives in their own hands	8/11/2020 12:55 PM
162	I'm shocked that we don't have one already!!!!	8/11/2020 12:30 PM
163	Think a moment about how much time an officer has to make the decision to use lethal force. They are trained. No officer wants to kill another human being. Focus on preventng crime - how did the situation arise to begin with	8/11/2020 12:22 PM
164	Depends on how that legal standard was written. I suspect if its written in a reasonable persons view, it might work. But if written by an attorney, it will be filled with future litigation and built in inuity plans for the the attorneys. It needs to be reasonable and determination needs to be made in the eyes of the officer on scene and the totality of what they're dealing with and their perceived danger at that moment. Can you reasonably do that, I'm not sure anyone can unless they're standing right there at that moment in time.	8/11/2020 12:13 PM
165	Graham v. Connor, 490 U.S. 386 (1989), created a standard of objective reasonableness, that uses of force must be evaluated from the perspective of a reasonable person with the training, experience, and most importantly information/context that the officer in that situation had, and not with the advantage of hindsight after the situation has resolved. This is the standard that is trained at the Vermont Police Academy and should be implemented by the legislature.	8/11/2020 12:00 PM
166	The standard is set to keep the officers safe. Any changes puts their lives in danger. The very fact this question is apart of this survey is appalling.	8/11/2020 11:54 AM
167	Legislature should not dictate police policy, it should be left to the VT Criminal Justice Training Council and the VT Police Academy. Leave the policy making to the professionals who are trained and experienced in the field of law enforcement rather than politicians.	8/11/2020 11:30 AM
168	I think officers need to be accountable for using lethal force if the perceived threat turned out	8/11/2020 10:55 AM

SURVEY ON POLICE REFORM IN VERMONT

	to be not a real threat	
169	and a statewide committee that makes the determination, rather than local SAs.	8/11/2020 10:29 AM
170	Of course - the more clarifications the better for those in the force and those training to become police.	8/10/2020 10:48 PM
171	There is a standard that is backed by case law. People just need to educate themselves	8/10/2020 10:41 PM
172	no concerns	8/10/2020 8:46 PM
173	Until you are in a position with someone trying to kill you, don't put restrictions to penalize the officers who are putting their lives on the line EVERYDAY. We are making laws from a FEW examples. Look at the actual percentages of situations that are MANAGED well. We are creating too much here. OVERKILL in a time where we are being managed via SOCIAL MEDIA! GET THE FACTS FROM GROUNDED SOURCES!	8/10/2020 5:31 PM
174	I am not usually in favor of blanket mandates and standards. However, in the case of cops using guns, I think it would be appropriate.	8/10/2020 5:02 PM
175	They should never be using lethal force.	8/10/2020 4:57 PM
176	Police should never be authorized to use lethal force. Shooting to stop is okay in some circumstances, shooting to kill is NEVER okay.	8/10/2020 4:08 PM
177	Why is this not already in place?	8/10/2020 3:51 PM
178	Yes, but how will this be upheld? If we are creating clear standards we must also create clear guidelines that make it easy to follow without also creating any loopholes.	8/10/2020 3:49 PM
179	Yes, ONLY if that standard is limited to extreme cases only, as an absolute last resort and nothing more.	8/10/2020 2:22 PM
180	The legislature should focus on big picture changes to public safety solutions, not band-aid changes like this.	8/10/2020 1:14 PM
181	Decisions governing the use of lethal force should be left to the Courts, and the United States Supreme Court's holding in Graham v. Connor. History has taught us that legislation driven in a time of political upheaval and civil unrest often ends in disaster.	8/10/2020 12:47 PM
182	How about no use of lethal force? Take away all police guns.	8/10/2020 12:31 PM
183	This would require nuance and lots of discussion. I support the idea, and also realize that blanket policies like this usually have lots of loopholes.	8/10/2020 12:09 PM
184	Again, without oversight, this standard may just keep the existing system in place, so while this is good it is likely not enough to drive real change.	8/10/2020 11:24 AM
185	Lethal force should be used only as a last resort after all efforts at deescalation have failed. Lethal force should not be allowed for minor offenses.	8/10/2020 11:23 AM
186	I think that consistency in training is critical, even though we have vastly different communities in VT. Having such a discussion itself is beneficial, even if no common policy can be agreed upon.	8/10/2020 11:09 AM
187	Yes because it is clear that many police officers in this state do not understand when it is acceptable to use force. Examples include Ryan Palmer of Ludlow (Formerly a Windsor officer) and Tyler Billings of Rutland City (Formerly a Ludlow officer). It is by sheer luck that no one was killed during these incidents.	8/10/2020 10:31 AM
188	Given that the use of force continuum is first learned at the academy, not sure why we then leave it up to each agency to formulate their own standard. Further, the use of force should not mirror the common law on self-defense. While officers should have a right to defend themselves, increasing to lethal force should be a last resort.	8/10/2020 10:05 AM
189	Police are not military in war. With current technologies there are many ways to incapacitate an individual without lethal force.	8/10/2020 10:00 AM
190	You can't regulate something you know nothing about	8/10/2020 9:22 AM
191	All situations are different, I also believe there is already state-wide standard.	8/10/2020 8:16 AM

SURVEY ON POLICE REFORM IN VERMONT

192	Any cop who used lethal force EVER is a coward, cowards shouldn't be cops.	8/10/2020 8:03 AM
193	There should be no use of lethal force by police! They are there to apprehend and it's the courts responsibility to carry out judgment. Whatever laws in place that allow lethal force need to be removed.	8/10/2020 7:57 AM
194	There is already well determined case law on this subject	8/10/2020 7:06 AM
195	The state of VT already has a state-wide legal standard for this. I really feel that whoever makes these surveys and uses their voice to persuade the public on issues such as this really has a duty to present the public with valid information and do some research before asking questions like this that are already set in place. We all have a lethal use of force standard set in place, please do your research before asking unnecessary questions such as this.	8/10/2020 6:40 AM
196	You cannot write one policy that will cover every scenario. All this will accomplish is open agencies up for lawsuits.	8/10/2020 6:10 AM
197	The legislature in general has no experience in being capable of determining when it's appropriate to use deadly force and therefore has no place making that determination. Only those with the training and experience should make that determination. The opinions of legislature on Use of Force is almost completely useless unless it's an opinion on somebody with intimate knowledge of the topic.	8/10/2020 4:09 AM
198	There are already a standards in place. This would be repetitive and not necessary.	8/9/2020 11:30 PM
199	In fact, there exists a de facto state-wide policy on use of lethal force. Virtually all departments in the state follow a model policy developed by the Criminal Justice Council.	8/9/2020 9:21 PM
200	Cops should never be able to use lethal force. It is clear that United States police officers cannot accurately adjudicate when and when not to use force. If a cop kills a citizen, guilty or not, that is extrajudicial murder sanctioned by the state. Studies have shown that increased training does not change the behavior of police officers and I believe changing statutes will not result in any meaningful change. Police should be charged for murder or manslaughter if they kill someone.	8/9/2020 8:46 PM
201	One size does not fit all situations and trying to make universal rules will get someone hurt	8/9/2020 7:25 PM
202	Police training should include situations when lethal force can be used.	8/9/2020 3:56 PM
203	I don't think lethal force is ever necessary unless the police are under the same thraught. And unfortunately, not until there is clear and present range. Police have vests to protect them and shouldn't be firing weapons u less fired soon.	8/9/2020 3:25 PM
204	There is an 8-point use of force guidelines proposal that some police departments in the country have adopted--a few have adopted all 8, many others have adopted some but not all. Why can't every police department in VT adopt all 8	8/9/2020 12:56 PM
205	The police should not be allowed to use lethal force.	8/9/2020 12:17 PM
206	Politicians typically do not have knowledge to effectively administer daily law inforcement activity	8/9/2020 7:29 AM
207	I absolutely believe there should be a standard clarifying the use of lethal force. I also do not believe that lethal force was necessary in most of the more recent (last 3 years) officer involved shootings. I think with more training and having the right kind of personnel responding to different situations, policemen would not feel as though their lives were in imminent danger and have to shoot to kill. I really don't understand the "shoot to kill" model when, if truly necessary, incapacitating the person would suffice in stopping the threat in most cases.	8/8/2020 10:06 PM
208	Train them and let them do their job! Get out of the way and let them do their job!!!!	8/8/2020 5:47 PM
209	The objective reasonableness standard is by far a better system. Limiting police force options when excessive force is much lower than thought is going to lead to officers being hesitant and more people getting hurt	8/8/2020 3:10 PM
210	The officers are already trained about lethal force at the academy. Let them do their jobs. They do not go out purposely to hurt people. The officers have a right to protect themselves and the citizenry of Vermont.	8/8/2020 12:13 PM
211	The legislature is in No position to KNOW when to use lethal force. they already are very far	8/8/2020 12:05 PM

SURVEY ON POLICE REFORM IN VERMONT

	out of touch with reality!	
212	Never	8/8/2020 9:40 AM
213	Not unless there are Vt Criminal justice Training Council certified use of force instructors on the board. Civilians have no clue about use of force	8/8/2020 8:33 AM
214	I would not want a state-wide policy to inhibit localities from having a more restrictive policy.	8/8/2020 7:27 AM
215	I'm not sure why we would train officers to fatally shoot anyone. Why not shoot to injure if you are clearly in danger. If they had more training in self regulation and de-escalation there would be FAR LESS need to use guns against our citizens anyway, the mental health and drug crisis is out of control- a lot of these people are sick and need medical attention not to be beaten and made to be submissive.	8/8/2020 4:18 AM
216	Legislation has no control over any situation the officers may encounter. Every situation is different. Only those on the scene will realize how that situation will end and having to follow some kind of legal standard before using lethal force, may have a more negative outcome for the officer.	8/8/2020 4:05 AM
217	Hardly--with the exception of tracking criminals, murderers, domestic abusers, etc.	8/7/2020 11:29 PM
218	To many variables to limit	8/7/2020 10:11 PM
219	If an officer is in genuine fear for their life or the lives of others around them, they should not be told that they can only defend themselves in only certain aspects.	8/7/2020 7:37 PM
220	. Do not Enact legislation that will enable criminals and put law enforcement at a disadvantage. You don't want to be at a gun fight with a gang member and have a whistle.	8/7/2020 6:37 PM
221	Use of deescalation needs to be a priority.	8/7/2020 6:36 PM
222	Use of force is case specific and can not be restricted	8/7/2020 5:03 PM
223	Use of force policies only work if officers are well trained and well supported. Giving a "standard" for use of force gives officers permission to escalate a situation.	8/7/2020 4:45 PM
224	Suggest modeling State UoF policy after Federal Use of Force Continuum	8/7/2020 4:32 PM
225	There should be a policy but some stuffed shirt behind a desk can make an easy policy that may not be as easy should they be in a firefight or an incident with a mentally ill person who has a weapon. Their lives and potential victims/bystanders shouldn't be jeopardized by a desk jockey with high ideals that don't translate to the real world. Should be guidelines and each incident reviewed to see how it could have been handled differently. Don't give free passes to assholes who do wrong (police or criminal) and don't try to save face by avoiding the hard issues. That is why we are facing the things we are now. Lazy people who lack integrity letting the bad apples spoil the carts...	8/7/2020 4:28 PM
226	Stay out of trouble and police will not have to use force. Do what they tell you.	8/7/2020 4:08 PM
227	The current standard is sufficient.	8/7/2020 3:39 PM
228	Only if officer or public are in imminent danger of Serious injury. Not against fleeing suspects, mentally ill, peaceful protesters, etc	8/7/2020 3:34 PM
229	I'm concerned this in itself won't change things because the police will have a loophole to justify lethal force, I'd like to see more attention on de-escalation, and someone working with the police to help them "read" the situation. Prevention is everything. A police officer can make or break a situation by meeting the person where they are at or setting up a confrontation. I'd like to see the police learn more psychology of meeting people where they are at rather than confronting them and ramping up stress and likelihood of an incident.	8/7/2020 3:28 PM
230	there should be no lethal force allowed - especially as every single white killer in the past decade of mass shootings has been brought in alive and well without the use of lethal force (exceptions being only those who take their own lives), while a person with only a taillight out who has done no crime can be shot dead for reaching for their license, or a police member's racism dictates how a subject will treated with or without suspicion, judgement, and as guilty, innocent, or as a threat... there should be no lethal force allowed in this entire country until there can be some accountability and real use of sane thinking. most countries do not even	8/7/2020 2:45 PM

SURVEY ON POLICE REFORM IN VERMONT

have guns with their crime forces, there is no need for that level of force in this country as well.

231	Isnt there a statewide AOJ force continuum taught a the VT Police Academy? If non law enforcement are going to decide such a critical and dangerous part of the job, professionals and experienced consultants should be brought in. Politicians with no law enforcement experience should not make these decisions.	8/7/2020 12:13 PM
232	There are already policies in place and case law that dictates when an officer can use lethal (Deadly force). It's not the legislatures job to set standards for the police when they are not trained as a police officer or held to the standard of a police officer. There is a criminal justices training counsel and court cases that set the standard for when the police can use any force.	8/7/2020 11:31 AM
233	Lethal force should only be used in cases where the suspect has a deadly weapon and has clearly shown intent to use said weapon. Body cam footage should be able to show proof that this is obviously the case if lethal force is used.	8/7/2020 11:28 AM
234	The current standard of lethal force being used as a last result to protect themselves or others from serious bodily injury does not need to be changed. Nor does it need to be made confusing to appease people as muddying up the legal standard will just lead to future issues of how folks interpret that standard in years to come.	8/7/2020 8:17 AM
235	If untrained persons are dictating when an officer can or cannot use lethal force can and will put officers lives at risk.	8/7/2020 7:17 AM
236	Police officers are well compensated because they enter a profession with high risks, including possibility of death. Before using lethal force with a firearm, officers should have to confirm that they were shot at or they have an individual who is an active shooter thus presenting a risk to the public. Just because a person who has been confronted by law enforcement appears to have a gun or be reaching for one doesn't mean that an officer can issue and carry out a death sentence on the spot, especially when people confronted by the police are suspected of low level crimes which often carry minimal jail cells. A lax policy on police use of lethal force coupled with a policing system that encourages police to aggressively enforce low level nonviolent offenses, including traffic violations, results in far too many innocent deaths at the hands of law enforcement. People of color are disproportionately affected by these lethal policing policies. Traffic violations should not carry the risk of a de facto death sentence for people of color.	8/6/2020 11:05 PM
237	Again, this will not stop police from brutalizing Vermont citizens, especially citizens of color.	8/6/2020 10:46 PM
238	Yes I feel we should have a standard. With language acknowledging that not every situation is the same. I feel VSP has a good lethal force standard.	8/6/2020 9:47 PM
239	As a former law enforcement officer, an officer in the field needs to be able to use her/his own judgment to protect their life and the life of others without having to second guess their actions or refer to a book. It's difficult enough to have effective law enforcement in the field without non-law enforcement interests interfering with split second, life and death decisions.	8/6/2020 9:22 PM
240	Yes. Lethal force should never happen. There should be statewide legal standards for training in de-escalation. There should be reduction in police budgets to increase spending in mental health and other preventative measures. Any lethal force situation should be scrutinized extremely closely, and it should be clear that this will be the case.	8/6/2020 9:00 PM
241	This is already well addressed	8/6/2020 8:20 PM
242	Again, need more info. Afraid of more 'stories' and mis-information . . .from 'well meaning' legislators. . . Let those informed decides	8/6/2020 7:31 PM
243	Every use of force is different and unique. Trying to box officers into a box to use lethal force will get innocent people killed	8/6/2020 5:17 PM
244	Graham V Connor is the National standard. Cole v Johnson is the state level case. No need to create new laws by those who will not be impacted by it.	8/6/2020 4:50 PM
245	Supreme Court has already ruled that the officer must act reasonably, why would that change? How can you (reasonably) expect someone to be more than reasonable??	8/6/2020 4:14 PM
246	Fear for one's own life should be the only standard.	8/6/2020 3:55 PM
247	Only if that standard clarifies that there should be NO LETHAL FORCE. America is the ONLY	8/6/2020 2:33 PM

SURVEY ON POLICE REFORM IN VERMONT

COUNTRY IN THE WORLD that has such a huge problem with deaths by police. There is NO CRIME that warrants lethal force, not when WHITE MURDERERS are arrested ALIVE. BLACK LIVES MATTER. ABOLISH THE POLICE.

248	There already is one that works without any issues.	8/6/2020 2:29 PM
249	This already exists and is rooted in case law.	8/6/2020 2:09 PM
250	The current use of force continuum is very specific. All depts should have to follow that.	8/6/2020 1:35 PM
251	The state should have the Police Academy create a model policy that all department have to use.	8/6/2020 1:24 PM
252	It is already abundantly clear.	8/6/2020 1:03 PM
253	I thought there already was a standard?	8/6/2020 1:02 PM
254	I agree with a state wide policy as all LE are trained at the same academy this it make sense even though the policies that are out there currently are very similar due to the fact the LE have all the same training when responding to Active Resistance	8/6/2020 1:02 PM
255	Lethal force should only be used if there is no alternative to save another life.	8/6/2020 12:57 PM
256	When there is a threat to the officer's or others lives, lethal force may be required to save them. This should always be a last resort.	8/6/2020 12:32 PM
257	Case law already exists	8/6/2020 12:27 PM
258	That should be left up to the Judicial Branch of Government, not the Legislative Branch. (ie.Separation of Powers)	8/6/2020 12:19 PM
259	The policies in place at the various departments work well. Legislatures are not in the profession and do not understand the dynamics of law enforcement.	8/6/2020 12:15 PM
260	Lethal force means I am too stupid to deescalate this situation. But let's face it, you KNOW that most cops love very much to hurt and kill people for fun. That's why it is pertinent that law enforcement have either A degree, or Multiple degrees, because only very intelligent, very calm people can deescalate. But don't listen to me. What do I know right? You just keep with your piddling attempts at reform. The only reform for a cop, is severe legal, physical, and financial punishment for extreme extended periods of time. That will deter cops and CO's from being the rat bastards they are. If you don't think cops don't like to hurt people for fun, get back to me and I will share every video I have.	8/6/2020 12:09 PM
261	While there should be a standard, part-time legislators without subject matter expertise haven't the capacity to effectively digest the relevant info and create a realistic policy.	8/6/2020 12:00 PM
262	Current standards are safe enough for public and law enforcement.	8/6/2020 11:42 AM
263	I think it is just too difficult to generalise how situations play out. If we make the job of our LE officers too difficult, we will be without police forces altogether	8/6/2020 11:31 AM
264	No because legislators and citizens have no clue when force is justified. It is defined right now. Someone know to have a gun not pulling their hands out of their pockets for is going to be used. Arm chair quarterbacking is going to have officers second guessing their decisions is going to keep officers from coming back to their family and possibly keep a person from harming someone else. Schools need to be teaching how to act around law enforcement too.	8/6/2020 11:10 AM
265	A standard already exists. I think it's dangerous to try to fit something so dynamic and fluid into one definition. Garaham v. Connor is clear on that	8/6/2020 11:03 AM
266	Use of force and lethal force is already well-regulated and its lawful application well-defined through statute and case law. Additionally, he Criminal Justice Training Council already maintains and trains a standard policy for all state-certified law enforcement officers which strictly follows and in fact further clarifies and defines existing precedent. Redundancy is an issue here.	8/6/2020 11:03 AM
267	I am opposed to lethal force in all but the most extreme setting. With all of the tools for stopping transgressors, killing seems unnecessary.	8/6/2020 10:53 AM
268	I would be worried about who creates it. It would need to be a third-party entity that is not a police-centric entity.	8/6/2020 10:45 AM

SURVEY ON POLICE REFORM IN VERMONT

269	You will get more police being injured due to this.	8/6/2020 10:35 AM
270	NA	8/6/2020 10:32 AM
271	implementing policies like this at his time will put officers at higher risk not protect the public.	8/6/2020 10:32 AM
272	Police should never use lethal force. They aren't the judge, jury, and executioner.	8/6/2020 10:14 AM
273	Police should NEVER use lethal force. Everyone has the right to fair trial in the constitution. If they are killed before having access to that, it is unconstitutional. Police are not required to study law thoroughly enough to decide if someone is guilty of a crime or not and if they deserve to die.	8/6/2020 10:03 AM
274	Lethal force is NOT OK during: - traffic stops - misdemeanor-level behavior - as a response to someone mouthing off because they're angry - with an unarmed person	8/6/2020 9:59 AM
275	I said yes, but I have a feeling this will be very difficult to do.	8/6/2020 9:47 AM
276	Lethal force is never the answer	8/6/2020 9:36 AM
277	Lethal force should be the last option when facing a threat of equal and probable threat of lethal force against the public and a LEO.	8/6/2020 9:35 AM
278	If the legislature is informed by the appropriate data and research and testimony by those involved in daily crisis intervention and understand the volatility and real life violent potentialities that exist in these situations,	8/6/2020 9:00 AM
279	Police should be have the same legal standard as civilians, in use of lethal force. (When civilians use lethal force, it is referred to ask "killing," not "lethal force." This is biased language.)	8/6/2020 8:56 AM
280	You cannot have a group of politicians decide when it is okay for something this serious and dynamic to happen. You cannot use hindsight in determining use of force situations. Police are well trained and have educational and scientific reasons behind all their use of force.	8/6/2020 8:54 AM
281	I believe the police will use deadly force as they wish unless they are truly held accountable for their actions.	8/6/2020 8:51 AM
282	The escalation of force policy that Lamoille County and other sheriff's departments use is actually a pretty good starting point: they can only use the minimum amount of force needed to gain compliance where compliance is necessary. Obviously if it's down to saving a life, they need to be able to save a life with lethal force. But, it has to be absolutely necessary. We are starting to shoot/tase too many people.	8/6/2020 8:49 AM
283	You can not mandate human interaction	8/6/2020 8:16 AM
284	I worry it would be misused like the Garner ruling has been	8/6/2020 7:42 AM
285	Really yes and no. Standards are great, but there is always the possibility of a unique situation that requires action beyond a standard. We need to keep our police safe and give them the tools they need to stay safe. Not tie their hands when it comes to their safety.	8/6/2020 7:37 AM
286	They're already exists a federal standard due to Supreme Court case law. The standard on use of course has to be clear enough to provide officers guidance on what they are able to do while be vague enough to encompass all situations force might have to be applied. More training needs to occur at the VCJTC on deescalation and less emphasis on deadly force.	8/6/2020 7:14 AM
287	I believe this has already been handled. This doesn't seem like something a group of politicians should try to tackle.	8/6/2020 7:13 AM
288	Any state legal standard that differs from the Supreme Court's standard (Graham v. Connor) will put the public at risk because officers will be hesitant to use lethal force when it should be used (And, contrary to public feelings, there ARE situations where lethal force should be used). If the state model is stricter than the Supreme Court's decision, you will have a hard time finding people who are willing to become or remain police officers AND the public and victims of crime will be hurt as a result. Literally.	8/6/2020 12:05 AM
289	Not one size fits all depending on population	8/5/2020 11:29 PM
290	I've lost a good friend as a result of VSP shooting him and killing him and I'm terrified that I will lose more. Nobody deserves to be killed by police unless totally extreme measures to protect	8/5/2020 11:22 PM

SURVEY ON POLICE REFORM IN VERMONT

others lives....police brutality in Vermont is a huge concern and needs to be addressed and if they do not live up to the standards they need to be released from duty without any questions asked !

291	Whatever standard is created must not just be applied to law enforcement but to the general public as well. So if the standard is last resort for cops it must be last resort for citizenry. However I think the current standard is fine and doesn't need to change also shouldn't be done by people who react to what will get them votes. Its too important for that.	8/5/2020 11:03 PM
292	Citizens have policies on this, I would have hoped these already exist	8/5/2020 10:37 PM
293	But there are always other circumstances that may not be included in the policy	8/5/2020 10:36 PM
294	Personally I don't think lethal force should be used at all. However, the way things are now, the use of lethal force is up to individual officer "discretion", and a law needs to be enforced to counter this.	8/5/2020 10:35 PM
295	Have more trainings on all ways to de-escalate a situation and having lethal force be the absolute last resort or the officer should be charged with murder.	8/5/2020 10:33 PM
296	No, the federal court system has already done this. There are reasons why the federal system provides standards for legal use of force: -Consistency in what the public should expect from police officers. -A robust judicial review of test cases. -The ability for agencies to provide oversight of police departments. -With COVID-19, we have seen issues with different states doing their own thing. With gun laws, we have seen the confusion of every state doing their own thing.	8/5/2020 10:31 PM
297	The legislature are not trained police officers, not to mention there is already a legal standard in place addressed by the Vermont Supreme Court in Cole v. Johnson.	8/5/2020 10:24 PM
298	No because there are to many variables from one incident to another. Police need to be able to make this determination on scene taking in to account the current circumstances. We need to be able to have the confidence the police, through proper training, will use all the correct tools at their disposable for any given situation.	8/5/2020 10:21 PM
299	Last resort. Must be able to use judgement.	8/5/2020 10:11 PM
300	There is already a standard recognized by the Vermont Supreme Court in Cole v. Johnson that addresses police use of force. Recreating this in legislation would be a waste of valuable time and resources.	8/5/2020 9:52 PM
301	Graham v. Connor already establishes this (US Supreme Court Law)	8/5/2020 9:48 PM
302	Lethal Force restrictions are an ineffective tool for accountability as long as qualified immunity still stands to protect officers from punishment for their actions	8/5/2020 8:37 PM
303	It depends. If the statewide standard is inadequate or doesn't reduce current harm or leads to more harm, obviously that is problematic. Any use-of-lethal-force policy must have a robust, strong, and effective method of accountability, including the authorization to bring criminal charges against police officers who act in violation of the policy. Deference must be given to the victim(s) and their families; the burden of proof must be on the police officer. I would also offer for strong consideration that a use-of-lethal-force policy prohibits the use of lethal force.	8/5/2020 8:27 PM
304	I assumed there was one.....	8/5/2020 8:20 PM
305	Suggest more use of wounding to stop aggressive behaviors.	8/5/2020 8:16 PM
306	I personally think that lethal force should never be used, but I would think the standard would need to be extremely high if it is to be used. I think it should be widely understood by the public of what that standard is.	8/5/2020 7:32 PM
307	It should be only applied with video evidence that the law enforcement officer is actually in imminent danger of his/her life.	8/5/2020 6:39 PM
308	Still this is open to interpretation and can be misused.	8/5/2020 6:29 PM
309	I've read that 25% of all police shootings are accidental discharge because the officer had their finger on the trigger (which is a no-no) I also think that Glock handguns are especially dangerous as there is no safety and are the most likely to accidentally discharge. Handgun training a manufacturer restrictions would help a lot.	8/5/2020 5:46 PM

SURVEY ON POLICE REFORM IN VERMONT

310	Police departments already have this.	8/5/2020 5:39 PM
311	If officers are not allowed to use their judgement, officers will be put in more dangerous situations where the options are being jailed or being killed.	8/5/2020 5:36 PM
312	I think it is more important if we improve our hiring policies and increase training in deescalation practices and mental health issues and increase the availability and use of trained social workers in our law enforcement agencies.	8/5/2020 5:36 PM
313	Yes, but anyone thinking there can be a clear-cut line defining the line of a yes/no decision would be a fool.	8/5/2020 5:35 PM
314	Lethal force standards should be designed to minimize use of that final "deterrent" in favor of de-escalation and negotiation. Training should be directed to restrict it to situations when it is the ONLY alternative to deadly harm to the police or other law enforcement, or bystanders.	8/5/2020 4:53 PM
315	I stated no because there will never be a cut and dry reason for when lethal force should be allowed. However lethal force should always be an officers last option and never their first. Even if an officer fears for their life, or if a suspect has a previous record of dealing with law enforcement does not qualify as an excuse to use lethal force. Part of the job requirement to be a police officer is to put yourself in harm's way so that others don't get hurt, this means the person potentially hurting you as well	8/5/2020 3:26 PM
316	How about never	8/5/2020 3:06 PM
317	While I answered yes, I don't think lethal force should EVER be used. So my "yes" would be to clarify that.	8/5/2020 2:23 PM
318	Unless a person has been trained as a police officer and has had to make those split second decisions police have to make each and every day, then they know nothing what it takes to be a police officer. Making laws about how an officer can respond in that split second could mean the difference between the officer going home to their family at night or not.	8/5/2020 2:19 PM
319	I am appalled this is a question. Why does the state think it has the authority to mandate when police officers use force? Wouldn't a third-party be able to determine this through proposed required body camera footage and isn't this in the realm of the judiciary branch and not the legislative branch?	8/5/2020 2:18 PM
320	This should happen with the stake holders included.	8/5/2020 1:56 PM
321	Ban chokeholds, end qualified immunity	8/5/2020 1:42 PM
322	This is about police training and hiring procedures. This is about police oversight and the need for police chiefs and town officials to ensure that the escalation of violence against suspects stops. Stop hiring killing machines. Hire law enforcement.	8/5/2020 1:34 PM
323	I am not sure lethal force should ever be used.	8/5/2020 1:26 PM
324	A legal standard already exists through case law, which is where it should remain.	8/5/2020 1:03 PM
325	Lethal force should not be used	8/5/2020 12:46 PM
326	Must always be last resort - but this is often twisted by police officers who claim they felt 'threatened me in some way. There must be very Tangible, specific standards for the use of force.	8/5/2020 12:13 PM
327	there should be more scrutiny about when physical force is used, however I think it's hard to draw a line (too many variables)	8/5/2020 11:49 AM
328	Yes, and it must be very restrictive. It is reprehensible that police shoot and kill unarmed persons and sometimes bystanders. Choking or strangling should never be a tactic. Officers must always be required to give a verbal warning and they should never shoot at a moving vehicle. Additionally, if another officer sees a colleague violating standards and harming citizens, they must be required to intervene.	8/5/2020 11:49 AM
329	I feel very strongly that we should focus on changing the entire system of policing, because in many contemporary examples of police violence lethal force was used even when it was illegal/heavily regulated (again in the case of George Floyd, the police officers used lethal force that was illegal, but that did not stop them from murdering him). Of course, while we still have	8/5/2020 11:18 AM

SURVEY ON POLICE REFORM IN VERMONT

police in VT, we should immediately ban lethal force, but should focus efforts on defunding and abolition towards reallocation to new forms of transformative and restorative justice!

330	This question does not get to the heart of the matter regarding police use of lethal force. There are numerous concerns regarding the use of force by police. We need to end qualified immunity. We need to demilitarize the police force so that they no longer have access to the range of military equipment and techniques used regularly at present, such as no-knock raids, rubber bullets, pepper spray, tear gas, surveillance technologies, and abusive crowd-control techniques. While we certainly need standards, we need to expand community oversight that gets to the heart of the matter rather than defining guidelines that can be bent and abused. And of course, systemic racism is a huge concern.	8/5/2020 11:15 AM
331	There should be no use of lethal force ever.	8/5/2020 11:13 AM
332	Lethal force should never be used.	8/5/2020 11:00 AM
333	Often in the time of an altercation reactions are spontaneous rather than thought out. Very important to address this in training. Psychological tests should also be given regarding violence of officers to insure safety.	8/5/2020 10:55 AM
334	abolish all police and prisons	8/5/2020 10:53 AM
335	Too often we see "suicide by police." In drafting a lethal force standard this must be taken in to consideration while maintaining protections for officers	8/5/2020 10:37 AM
336	do officers responding to non violent crimes even need to be armed? should drawing and pointing a weapon at a suspect have a standard too? the threat of lethal force when lethal force isn't necessary is an issue.	8/5/2020 10:36 AM
337	This should be a no brainer. Officers trained properly shouldbt have any issue with this.	8/5/2020 10:34 AM
338	Yes, if it helps to CHANGE THE SYSTEM as a whole.	8/5/2020 10:25 AM
339	This should not be limited to lethal force -- there needs to be a statewide standard for all use of force.	8/5/2020 10:02 AM
340	Lethal force should never be used.	8/5/2020 9:46 AM
341	There is already rulings surrounding a law enforcements use of force from the Graham V. Connor case which established the reasonableness standard. This has been effective in judging whether officers actions are reasonable based on a situation which is tense uncertain and rapidly evolving to adjust that puts the public at risk along with the officers who will second guess decisions. The officers serving the public already do that enough with current public scrutiny.	8/5/2020 9:20 AM
342	This standard should be directly informed by those communities that are most likely to experience disproportionate lethal force and should mandate involvement of and input from social workers.	8/5/2020 9:01 AM
343	Given that multiple police agencies might operate in a single town, a statewide standard makes sense.	8/5/2020 8:55 AM
344	While a use of lethal force standard would provide more guidance, it would not address underlying issues that cause police officers to use force disproportionately against BIPOC.	8/5/2020 8:52 AM
345	Police should be better supported and trained, but if their lives are threatened they need to be able to defend themselves in however is necessary. You cannot deny police the right to their lives.	8/5/2020 7:55 AM
346	how can anyone know in a split second what is going to happen or what the legislature might consider right or wrong????	8/5/2020 6:52 AM
347	The state legislature (for the most part) has no law enforcement training or experience. They are highly unqualified to be making decisions as to when Police Officers can defend themselves or members of the public.	8/5/2020 6:38 AM
348	I believe this standard is already set and has been tested through out the courts. a reasonable person who perceives a threat (not quoted of course). If one is created, it should be based on best practice and not emotions.	8/5/2020 6:36 AM
349	Policies are in already place. Don't reinvent the wheel. Just make sure that existing standards	8/4/2020 11:26 PM

SURVEY ON POLICE REFORM IN VERMONT

	are consistently met by police departments.	
350	They should never be able to use lethal force.	8/4/2020 11:05 PM
351	Lethal force should never be used.	8/4/2020 10:33 PM
352	I suppose this question will depend on what is in the standard. I feel it is impossible for someone that is not on scene in the moment to be able to dictate what someones fear of death or serious bodily injury is.	8/4/2020 9:37 PM
353	Yes, but only if it is extremely strict. There are so few situations that call for this kind of force. Most importantly, investigations of and consequences for improper use of force and MUST be more thorough and strict.	8/4/2020 9:30 PM
354	I couldn't imagine making split second decisions, and then being judged by people who know the full story (hindsight)	8/4/2020 9:26 PM
355	It is best left to the experts, not legislators on necessary levels of lethal force.	8/4/2020 7:34 PM
356	Has the supreme court not already done this. Has Vermont had an unjustified shooting by a police officer? We need to remeber as citizens these events truely do happen in a matter of seconds and complicated policies will only lead to further issues. These issues could cost us as the public to suffer consequences because a police officer was to afraid to act.	8/4/2020 7:19 PM
357	There are already legal standards for lethal force.	8/4/2020 7:09 PM
358	As a former federal law enforcement officer the use of lethal force is not up for debate. The person in danger is the only one who can articulate in that moment why they used lethal force. The suits behind a desk or the general public has any idea what is going on at that time. That being said, the police better be able to articulate why lethal force was used.	8/4/2020 6:50 PM
359	I think generally yes but there are so many gray areas and these officers are stepping into scary and dangerous situations i a daily basis and need to be able to defend themselves	8/4/2020 6:35 PM
360	If the cops life is threatened or if they are defending anothers life they may use it	8/4/2020 6:32 PM
361	No. Idiots who have no clue about reality and who have never used any lawful force on anyone avoid not change the laws. The law is not broken. If anything have all the small agencies adopt the state police policy and. Call it a day.	8/4/2020 6:29 PM
362	Every incident is different and needs to be reviewed by experts.	8/4/2020 6:20 PM
363	this will still allow for police discretion or "he said she said" except one party will be dead.	8/4/2020 5:44 PM
364	What works in some counties wouldn't work in others	8/4/2020 5:29 PM
365	Isn't there one in place?! The standard should be reached between communities and policy in unity. It should be decided with a clear understanding of police challenges/safety and citizens need for protection	8/4/2020 5:15 PM
366	But do cops ever need to use lethal force?	8/4/2020 4:58 PM
367	I expect police in Vermont to be capable of disarming a person with a hand held knife, tool or household object without firing a single shot. police in other nations are perfectly capable of doing this and US policing isn't even in the top ten riskiest jobs in the nation.	8/4/2020 4:38 PM
368	If legislators write the bill based on testimony of actual experts and not well intentioned theorist.	8/4/2020 4:27 PM
369	There are already standards in place.	8/4/2020 4:06 PM
370	This already exists	8/4/2020 4:01 PM
371	I would like to believe that if we did the work to strengthen our communities (including the reallocation of funds, availability of counselors, encouraged community safety measures) that the need for the police to use lethal force against members of their community would be obsolete. I don't think there is any excuse for police to use lethal force.	8/4/2020 3:26 PM
372	This is not a space for a bunch of elected nitwits. A focus group including career police officers, social workers, medical professionals, and legal scholars should work on this. Maybe other experts should be included as well, but to be clear, No elected officials should be involved. This is not and never should be an issue of politics!!! NO!!!!	8/4/2020 2:47 PM

SURVEY ON POLICE REFORM IN VERMONT

373	This is a complete JOKE!!!! The legislature shouldn't create a policy for a job they aren't doing. they are setting standard while they are sitting behind a desk and not having their life at risk. Here is a thought they want to write a policy let them put suit up and do the job for a week while the officers rides along and watches how well they can do it. They wouldn't last a day!!!	8/4/2020 2:46 PM
374	Each situation has to be dealt with as a case by case scenario	8/4/2020 2:41 PM
375	how!!	8/4/2020 2:10 PM
376	When its obvious use it	8/4/2020 2:09 PM
377	There already is one. The reasonableness standard.	8/4/2020 2:07 PM
378	It already is a state-wide standard	8/4/2020 2:07 PM
379	Hesitant to give a simple Yes/No because I'm of the opinion that lethal force is almost never necessary.	8/4/2020 1:50 PM
380	I think the current laws in vermont combined with department use of force policies are enough.	8/4/2020 1:35 PM
381	This standard is already set and upheld by the US supreme court	8/4/2020 1:34 PM
382	There should not be any use of lethal force unless a civilian life is *directly* in danger. Otherwise no lethal force should be used in every situation.	8/4/2020 1:33 PM
383	The legislature considers themselves to be experts in all subject areas, and has a history of passing ill-advised laws based on this incorrect assumption. I have no confidence in them to seek out legitimate, objective subject matter experts before drafting a legal standard like this.	8/4/2020 1:27 PM
384	There needs to be standards, there are No text book scenarios in real life every circumstance, environment attitudes are different. need more descalation techniques and training. From the dispatcher getting proper training to ascertain pertanant officer safety is priority however having a calming voice on other end of phone with proper info may change response by all involved. Not every person LEO deals with are bad, they me be in there darkest hour lashing out for help for what ever reason. Lethal force does have a time and place but it's also a very permanent result for someone in their darkest hour Positive results could start at the bottom Training training training	8/4/2020 1:16 PM
385	As an interim measure as we phase out police entirely and replace with another system.	8/4/2020 1:16 PM
386	do you honestly expect officers to make that split-second decision as to whether they're following a policy and a life-or-death situation? This question is Ludacris!!!	8/4/2020 1:08 PM
387	It must be inclusive and the last resort. By inclusive I mean a non-white persons who for example might be yielding a firearm towards the public or law enforcement should be treated with as much respect and de-escalation as white persons have been treated.	8/4/2020 12:52 PM
388	The use of lethal force has less to do with law of judgment on the part of officers (on the whole) than with the utter lack of mental health care.	8/4/2020 12:41 PM
389	One that is BRIEF and written in clear terms	8/4/2020 12:11 PM
390	However, the standard needs to be realistic and applicable to real world policing. If the standard turns officers into criminals for honest mistakes, or if it is too extreme it will become impossible to recruit new officers and impossible to retain experienced officers. The standard should reflect current case law both federal and state such as Graham v. Connor 490 U.S. 386 (1989) and Coll v. Johnson 161 VT 163 (1993). The Graham standard has been upheld in more recent case law such as Plumhoff v. Rickard 572 U.S. 765 (2014).	8/4/2020 11:57 AM
391	Someone who isn't currently in a specific situation shouldn't make a blanket rule	8/4/2020 11:49 AM
392	This needs to be a collaborative effort. Not just politicians and police chiefs. Union's and attorneys should be brought in to.	8/4/2020 11:39 AM
393	This is already clearly defined by federal law and the officers are acutely aware already.	8/4/2020 11:01 AM
394	Every situation is different and should be judged based on the totality of circumstances and not a state-wide limiting standard.	8/4/2020 10:56 AM
395	These situations aren't always black and white. There are more grey areas. It's an instance by instance thing. Police officers should have the right to decide on the intensity of a situation	8/4/2020 10:39 AM

SURVEY ON POLICE REFORM IN VERMONT

and decide if lethal force is needed. If body cams become mandatory for every officer, then u can reprimand/fire the ones who use it unnecessarily. Remember, making a statewide standard would make court cases much harder for any cop who was in a grey area but can justify the use of force.

396	There is a standard	8/4/2020 10:33 AM
397	There already is. People need to understand the federal standard and case law that established such. We should stop reinventing the wheel, or better yet, instead of creating panels or using "experts", learn and use advice from those in the field.	8/4/2020 10:32 AM
398	Most lethal force training is similar if not exactly trained across the LEO spectrum. The Ability Opportunity, and Jeopardy tri-angle. Ability – The attacker has the ability to cause death or grave bodily harm. Opportunity – The attacker can get to you with the force to cause death or grave bodily harm. Jeopardy – The attacker intends to do grave harm to you. Training should be focused on proportionality and increased access to additional tools to provide options ahead of lethal force.	8/4/2020 10:20 AM
399	leave it up to the police departments and towns	8/4/2020 9:42 AM
400	The Vermont State Police Use of Force Policy as written is an acceptable standard in practice that is safe and fair. This policy should remain in use and if desired should be shared with agencies for their adoption.	8/4/2020 9:27 AM
401	municipal and state need to be involved	8/4/2020 9:19 AM
402	not sure what this means exactly	8/4/2020 9:13 AM
403	There is a plethora of state and federal case law surrounding this issue.	8/4/2020 9:12 AM
404	Already contained in statute.	8/4/2020 9:11 AM
405	the one putting their life in harms way for the protection of others, should be allowed to decide when lethal force is necessary.	8/4/2020 9:03 AM
406	We already have one. But a statewide use of force policy is fine if created with officer input and officer safety as a co equal important to preserving life	8/4/2020 8:57 AM
407	A legal standard already exists, which provides limitations and protections. Case law surrounding this use has 50 years of established court rulings and is from the viewpoint of a reasonable person being in the same situation.	8/4/2020 8:34 AM
408	The standard of justified use of deadly force is clearly outlined in Graham v Connor and decades of case precedent.	8/4/2020 8:30 AM
409	Yes, let the standard be uniform across the state. That being said it would be required to have BOTH civilian and law enforcement/military input. Civilians do not have the training in these situations to make those standards.	8/4/2020 8:18 AM
410	Vermont has a clear self defense legal standard now.	8/3/2020 11:20 PM
411	It's my understanding the VT Criminal Justice Training Council has already done this. This standard should mirror any existing standards set by the US Supreme Court.	8/3/2020 11:06 PM
412	Lethal force should only be used as a last resort. It should only be used when officers or others are in immediate danger of being killed.	8/3/2020 10:41 PM
413	A statewide policy should be created by the Vermont Police Academy Use of Force Committee, not legislation.	8/3/2020 9:56 PM
414	Standards, training and case law from the federal and state level already exists. Stop trying to reinvent the wheel. More consistent training for all departments would be nice- not all departments can "dip into the state general fund or get large sums budgeted to them" like state LE agencies have. The State has lawyers who help draft and vet policies and procedures- that resource should be shared statewide.	8/3/2020 9:54 PM
415	Lethal force Police Statute read to serve and protect. I feel like more often then not there are ways to serve and protect without the use of lethal force.	8/3/2020 9:34 PM
416	What are you people thinking of?????? I don't need clarification on when to use lethal force. It's taught at the police academy and has been for over 50 years. It ain't broke, don't fix it!	8/3/2020 9:34 PM

SURVEY ON POLICE REFORM IN VERMONT

417	On the ground situations happen instantaneously. Officers shouldn't be worried about official standards when split seconds count. They make a decision, and then if necessary have to defend it.	8/3/2020 9:23 PM
418	But with the range available for officers to not feel forced to use it or pinishef if they do and the usage was just outside the parameters but still necessary to save a life	8/3/2020 9:14 PM
419	Again government overreach. I want officers trained properly of course, but having a statewide standard would not work in my opinion. Bennington is different than Newport	8/3/2020 9:06 PM
420	I think it is up to each department to come up with a policy. Each department has its own types of calls it goes on and level of threat is different. The academy keeps a standards of what everyone is taught to; so every officer knows and follows the same boundaries already	8/3/2020 9:00 PM
421	Graham V Connor. No need for a Vermont policy. Just wasting time and taxpayer money resetting or even contradicting a precedent that's already existing.	8/3/2020 8:44 PM
422	The state should continue to use the Graham V. Connor standard from the U.S Supreme Court. Please don't try adopt new laws and make new changes by copying California. This is not California and we do not have the same problems as California.	8/3/2020 8:19 PM
423	No, simply put legislation doing so is about as good as Monday morning quarterbacking. Such action does nothing more than to put the very individuals at a high risk of harm in which split second decisions may have to be made. The question better put is would a legislature put themselves in harms way and adhere to such a policy?	8/3/2020 7:46 PM
424	Our legislature is only good at getting elected, nothing else.	8/3/2020 7:01 PM
425	I don't see anything wrong with the way it's done now.	8/3/2020 6:46 PM
426	This should be done through the academy and all personnel should be trained accordingly. I believe that there is a culture within the policing organization that should be addressed and with proper training can be changed.	8/3/2020 6:05 PM
427	Maybe, as long as it doesn't force them to put their lives at risk unnecessarily or punish them for making quick tough decisions.	8/3/2020 5:37 PM
428	Literally never acceptable. If incidents arrive, they must always go to trial. A jury (of NOT COPS) may find justification, but it does not ever get to be assumed. No circumstance gets blanket permission for legal force, period.	8/3/2020 5:10 PM
429	I think a police training and standard board should do this. Not the legislature.	8/3/2020 5:01 PM
430	And also a standard for repercussions for not following such lethal force standards. We keep seeing officers cause unnecessary harm - or death - to people and not see consequences.	8/3/2020 4:33 PM
431	My understanding of current published policy makes me feel that police in VT are already over cautious compared to the rest of the country. Further impediments or confusing policy is going to get law enforcement hurt	8/3/2020 2:35 PM
432	As long as this was a best practice policy crafted by individuals who were highly knowledgeable in police practice.	8/3/2020 2:22 PM
433	The police need to defend them selves	8/3/2020 12:50 PM
434	Based on national standards	8/3/2020 12:43 PM
435	See the suggestions at: http://useofforceproject.org/#project	8/3/2020 11:51 AM
436	I don't think that they should use lethal force at all. Aren't there alternatives?	8/3/2020 11:24 AM
437	It cannot be vague enough for a scared officer to get away with murder. Being scared is no excuse for murder. There must be a clear direct threat of violence with a lethal weapon AND the person in question must have a perceived intent to kill the officer. If an officer shoots someone, they must immediately seek medical attention for that person. Even if the person who was shot had an intent to kill the officers, once they are incapacitated they must be treated as a human being with a right to live for a fair trial.	8/3/2020 11:22 AM
438	This is already clear under federal law. Changing language to more restrictive language may cause issues in the moment causing officer safety concerns.	8/3/2020 10:56 AM

SURVEY ON POLICE REFORM IN VERMONT

439	I t is important to have a universal policy as long as it does not create an officer safety by being too restrictive.	8/3/2020 10:07 AM
440	This already exists.	8/3/2020 9:54 AM
441	I don't think the legislature can do this. It is something that should be put to experts who understand or have experience in situations where split second/life or death decision making matters. Legislators don't do that kind of decision making.	8/3/2020 9:41 AM
442	I don't know if this is the way to solve our problems. There are currently standards of when police may use lethal force and they don't seem to help. As long as there are standards there will be people creating and using loopholes to get out of trouble. Any standard would have to be devoid of bias - it couldn't be based on metrics like "reasonable doubt" or "likely danger to others" because those metrics are so subjective. I don't know if you could even base it on something like "suspect is armed" because as we've seen over the last few years suspects are being shot down for being armed when in fact they were not.	8/3/2020 9:21 AM
443	The use of lethal force must be a decision made by the responding officer. It is not possible to create a series of check boxes to be utilized prior to escalating to deadly force. Officer perception may differ depending on if the officer is alone dealing with the incident, back up is non existent or retreating is not an option.	8/3/2020 8:54 AM
444	This should be an absolute last resort, and if lethal force is used, there needs to be an adequate review every single time. We need to get rid of qualified immunity. And this needs to extend not just to lethal force, but violence by the police, in general. Violence by the police has been normalized, and it is inexcusable in most cases.	8/3/2020 8:53 AM
445	Police discretion in the use of force MUST BE LIMITED.	8/3/2020 8:26 AM
446	Although the standard should specify the maximum lethal force, to give officers some situational discretion.	8/3/2020 8:03 AM
447	If the legislature considers same, they should be subjected to a stress course and confront deadly use of scenarios. It might help to demonstrate why it has been said that you are forced to make split second decisions.	8/3/2020 7:12 AM
448	Unless the legislature has been in the shoes of law enforcement telling them when their lives are in danger or a life of another is in danger which would warrant lethal force is an overreach.	8/3/2020 5:52 AM
449	I am concerned that this is the conversation we are even having. The use of lethal force should be a last resort, not a question of it's standard. The standard is to increase other training, so this is not one of the first things officers are considering.	8/2/2020 10:33 PM
450	Sometimes common sense is not enough. Training on cultural awareness is very essential more today than ever	8/2/2020 10:17 PM
451	Clearly police seem hyper sensitive to when their lives are endangered...	8/2/2020 7:55 PM
452	I'm not sure I could get behind the use of legal force, I'd have to understand what the criteria is before taking a position.	8/2/2020 7:02 PM
453	there are times when the public safety outweighs a situation in which case lethal force may be necessary and officers need to be able to do their job	8/2/2020 6:06 PM
454	It should include any force that is likely to require possible hospitalization or could cause temporary injury whether physical or mental. All situations should be handled not from a do as I say, but seeking to understand and resolve.	8/2/2020 4:21 PM
455	Again, this is a stop-gap measure, and the language that was used in the original Graham v. Connor ruling to try to "clarify" when police can use deadly force only served to obscure intent of the officer and provide a loophole around what a "reasonable officer" would do- which is irrelevant when we live in a culture where police are trained to see black citizens, POC, and mentally ill people as instantly presenting a potentially "deadly threat". Police may only use lethal force if they are in fact fighting for their lives, not if they feel scared of a citizen they are detaining.	8/2/2020 2:50 PM
456	The legislature hardly gets anything right. If you look at the policy coming from other states you will see all they do is create officer safety issues. I bet most legislative members have no idea what the police do and the rules they already have. This is not a game. Only one side has rules to follow.	8/2/2020 11:23 AM

SURVEY ON POLICE REFORM IN VERMONT

457	This is meaningless & potentially harmful. Vermont Police have good training tools already in this area.	8/2/2020 10:13 AM
458	only as a last resort!	8/2/2020 8:31 AM
459	It already exists.	8/2/2020 8:05 AM
460	It should be the standard which has been in practice for 50 years. Graham v Conner 490 US 386.	8/2/2020 7:23 AM
461	mario checchi was fired from his position as a part time officer in walpole.nh and essentially banned by the nh. pstc in nh for domestic assault and drug use prior to being hired in bellows falls, vt. that is the same mario checchi who t.j. donovan refused to investigate. Officer Mario A. Checchi, Walpole Police Department (DOH 11118/10 Part-time certified) requests extension through the end of the 157th Full-Time Police Officer Academy. This is a third request; the Council denied Officer Checchi's second request in April 2011 because this officer was under indefinite suspension at that time. An extension is required due to staffing issues and because the ending date of the 157th Academy exceeds six months from his date of hire. Staff recommends granting an extension through the date of the entrance fitness test and, if successful, through the end of the 156th Academy with the stipulation that Officer Checchi must remain actively enrolled in the 156th Academy. Motion to approve staff recommendation by Commissioner Wrenn, seconded by Chief Colarusso. Vote unanimous 11-0. Exeter he was able to do this without consequence. on dec. 28th 2013 i was on my way to perform in saxtons river,vt when the car i was a passenger in was stopped for a headlight that had stopped working an hour or so before. i was ripped from the passengers seat, grabbed by the throat punched 7 times in the face, and choked until i was unresponsive, while my lifeless body laid face down in the mud and snow, 4 shots from a taser were shot directly in my spine. emt's who arrived resuscitated me and after 7 years and several surgeries i am once again whole.	8/2/2020 7:11 AM
462	The current standard utilized by the state is what should be adhered to. A change in this standard to say "when there is no other option" may lethal force be used will A: jeopardize an officers safety as lethal force is generally a split second decision where an officer must act, and if they are more concerned with if they have possibly exhausted all other options rather than the situation at hand there could be severe consequences, and B: this could open up the debate to criticizing a lethal use of force by looking at and judging it with 20/20 hindsight which is something the US Supreme Court has already ruled on that a use of force cannot be judged with 20/20 hindsight and only the facts and circumstances available to the officer at the time said force was used.	8/1/2020 10:56 PM
463	To many liberals in Vermont to make a decision they know nothing about. I am a Democrat and feel this way.	8/1/2020 10:54 PM
464	The micro management of use of force amongst police Officers should not happen. There are already standards in place.	8/1/2020 10:05 PM
465	Perhaps the police might contribute to clarifying standards of force/lethal force since the legislature isn't on the ground in policing situations.	8/1/2020 8:58 PM
466	Lethal force does not only include the use of guns. Tasers can be lethal when used aggressively as can fists, especially to the head. Officers who are much more physically fit than the average citizen should not be able to hide behind a claim of self-defense.	8/1/2020 8:31 PM
467	There is already a use of force standard in this state. The legislature just does not take the time to educate themselves on department policy.	8/1/2020 6:08 PM
468	Lethal force is never acceptable.	8/1/2020 6:07 PM
469	Lethal force is. a last resort Any action taken by police officials	8/1/2020 5:37 PM
470	Each situation is different and I would hate to have a policy in place that limits and office to when/where he can use lethal force to save his/her own life.	8/1/2020 5:26 PM
471	Policing is a dynamic profession. Situations are ever changing and most agencies are already accredited. Those that aren't still define lethal force the same as those that are.	8/1/2020 5:25 PM
472	The Federal government has already done so.	8/1/2020 5:18 PM
473	Graham v. Connor, 490 U.S. 386 decided in 1989 set the current precedent on use of force standards for law enforcement nationally at the Supreme Court level. Instituting or creating a	8/1/2020 4:37 PM

SURVEY ON POLICE REFORM IN VERMONT

separate standard could and would conflict with current case law.

474	Already addressed at the police academy	8/1/2020 4:30 PM
475	I'm less sure about this because there can be so much variability, and I'd like to make sure that before making guidelines, standards, regulations, or laws that those making such have heard from current and former officers and survivors (of near-lethal force) as to what worked and what failed and the consequences to them (mentally, emotionally, community) after using lethal force.	8/1/2020 4:09 PM
476	This policy would need to be extremely strict. The police should never need to use lethal force. Other countries' police forces manage not to.	8/1/2020 3:45 PM
477	Standards surrounding deadly force are adequate on both the state and federal level.	8/1/2020 2:22 PM
478	Should be up to the officer on scene.	8/1/2020 1:18 PM
479	This standard already exists (an officer must believe that his or her life or another persons life is in danger or there is a threat of serious bodily injury). Restricting this to allow hindsight bias to play a role will greatly reduce officer safety.	8/1/2020 12:45 PM
480	Feds already have one.	8/1/2020 12:37 PM
481	this is not something that should occur overnight. this should be considered with the police, legislature and community to reach an agreement of using deadly force when it is necessary. placing a standard on "when" lethal force can be used will place officers in a higher level of danger and cause greater numbers of police injuries and death	8/1/2020 12:16 PM
482	Citizens who are not law enforcement officers do not have adequate training or knowledge of when lethal force is necessary and therefore, allowing them to create standards would be downright dangerous.	8/1/2020 12:05 PM
483	Instances of police harm and violence occur not because of lack of training, but because policing is an inherently violent institution.	8/1/2020 10:17 AM
484	I don't know the answer to this question	8/1/2020 9:18 AM
485	This should be created by a panel of active duty police officers; not the legislature.	8/1/2020 8:00 AM
486	The current standards in place are appropriate. Courts have ruled and current case law is in place. The focus should be on the behaviors being demonstrated by everyone involved at the time of these incidents, look at reducing these outcomes through further training's and identifying underlying causes. Any application of lethal force is tragic. Don't forget the effects on those having to deploy it. And remember Monday quarterbacking is not fair to anyone involved. There are only victims in the use of lethal force.	8/1/2020 7:19 AM
487	If politicians make it , it would be based on a political agenda with no common sense	8/1/2020 7:11 AM
488	The Supreme Court has established standards for police use of force and deadly force there is no need for the legislature to muddy the waters	8/1/2020 6:01 AM
489	This already exists. Stop creating repetitive laws. Society needs to be taught accountability how to behave.	8/1/2020 3:28 AM
490	I don't see why this is a problem as literally every agency already used the same policy from the leagues of cities and towns. You're honestly just wasting taxpayer money to write a policy regarding something you have zero knowledge about.	8/1/2020 1:13 AM
491	Every situation is different. The safety of the officers is extremely important.	8/1/2020 12:03 AM
492	Non lethal force should also be used in accordance with other interventions.	7/31/2020 11:34 PM
493	We need to train and trust our officers to use their best judgement in the field	7/31/2020 9:57 PM
494	I'm amazed there isn't one already (I'm assuming there isn't one based on this question).	7/31/2020 9:52 PM
495	Absolutely do not want legislature members making decision on when or how to use force.	7/31/2020 8:36 PM
496	Use of force by police is extremely serious and needs to be used as a last resort and based on reasonable standards.	7/31/2020 8:34 PM
497	You can NOT prescribe a 'on-size-fits-all' remedy for situations that are NEVER the exact	7/31/2020 8:33 PM

SURVEY ON POLICE REFORM IN VERMONT

	same.	
498	Please learn the standards considered by the courts of the country and state for the last seventy years. Do a study to fully grasp it. Recognize the progressive steps Vermont law enforcement agencies have already taken. The Legislature has already created policy that has ignored the minutiae to the detriment of its citizens.	7/31/2020 7:52 PM
499	Every situation is unique you can't don't that You can't always predict what's on a persons mind or intention Police need to be prepared for everything Stop ganging you in them it's a hard job What ever you choose to do different you should be prepared to step into that officers shoes	7/31/2020 7:48 PM
500	I think it should be up to the officers that are standing in harms way to make the call.	7/31/2020 7:28 PM
501	There already is statewide guidance on use of force and every police officer receives the same training.	7/31/2020 7:18 PM
502	You do not need to police the police, those who are trying to legislate this have never been in a situation where they have to make life or death decisions in a split second.	7/31/2020 7:15 PM
503	This is pretty well covered in existing laws already, isn't it?	7/31/2020 6:39 PM
504	This is already decided on the federal level.	7/31/2020 6:30 PM
505	Lethal force should not be an option. I'd rather the police not carry arms.	7/31/2020 6:15 PM
506	YOU go stand in their shoes and fight for your life and others around you. Oh wait you probably would never do that.	7/31/2020 6:01 PM
507	The only standard that should be accepted at a state level is the reasonableness standard set forth in Graham v. Connor. Anything else runs the risk of restricting law enforcement and taking away the federally protected standard that protects officers without the benefit of hindsight in split second decision making situations.	7/31/2020 5:12 PM
508	So many different scenarios I don't think it's possible to have a more restrictive standard than what is already in place	7/31/2020 5:11 PM
509	Legal standard has been set by case law. Trust the system as it's not broke.	7/31/2020 4:35 PM
510	The current training and US Supreme courts have already taken care of this matter. No need to re-invent what has already been solved by current case law and procedures.	7/31/2020 4:07 PM
511	I do not believe the use of lethal force should be permissible; that is to say, by default the answer should be "no, lethal force should not be used." If lethal force is truly the only way to defend the officer's life or that of a civilian, the matter should be investigated after the fact and treated as seriously as a murder investigation. The officer should be immediately suspended until a secondary council/committee is able to review the case and deem that lethal force was unavoidable.	7/31/2020 3:31 PM
512	Officers must have reasonable protection to survive. Policy must be carefully worded to allow survival of serious threat while not allowing undue provocation to instigate that threat.	7/31/2020 2:49 PM
513	There will always be discretion in how this is perceived. I think it's a good idea but one that is impossible to keep free of subconscious bias	7/31/2020 2:48 PM
514	There is very gray area and not every situation is the same to use lethal force. They try not to use it all unless is the only thing left to do.	7/31/2020 2:31 PM
515	During any event relating to a crime or an event police are called, split second decisions need to be made and they could be a matter of life or death for the officer or victim. Adding another variable to the decision making process could result in a life altering event. creating another standard to follow isn't the answer. Training, training, training is the answer. The public also needs to understand that when you are asked to comply with an officer, you follow the order and hash it out when the situation is controlled.	7/31/2020 1:58 PM
516	Force should only be used in situations where there is a violence. That's it. And even then, unless harm will come to someone and it is 100% necessary to keep someone from harm themselves or someone else, most situations can be handled by de-escalating the situation through talking it out. Also using social workers and different social programs on the scene of	7/31/2020 1:42 PM

SURVEY ON POLICE REFORM IN VERMONT

these situations to help out and direct police to do the right thing and how to handle situations they may not be equipped to handle.

517	There is already a justifiable homicide statutes and federal case law	7/31/2020 12:53 PM
518	They get training for when to use and not use deadly force. It would be a matter of holding them to the standards they are certified for.	7/31/2020 12:50 PM
519	Policies are best left to the individual departments to identify. I would support departments getting their own policies approved.	7/31/2020 12:39 PM
520	And subject to independent review for each incident.	7/31/2020 12:31 PM
521	That s best left up to the courts.	7/31/2020 12:20 PM
522	I see no reason not to have a strict standard statewide.	7/31/2020 11:52 AM
523	The constitutional standard already applies.	7/31/2020 11:41 AM
524	In almost all cases, I believe lethal force to be a violation of human rights. The exception would be IF there are no other immediate solutions AND someone other than the perpetrator is in immediate lethal danger. For example, someone has a gun and is aiming to shoot their child. The challenge would be human judgment. In stressful situations, it may be difficult to consider other solutions and to determine who is the perpetrator, who is a bystander, and who is a victim.	7/31/2020 11:33 AM
525	This should always be a last resort to protect against clear and immediate risk of death or serious bodily harm to anyone (including the officer or subject.) Nebulous "fear" is essentially a free pass. Lethal force - including "less lethal" force - should never be used for compliance or to apprehend individuals who do not pose a significant threat to the public. Many notable instances seem to be have been readily avoidable with some patience and de-escalation on the part of the officer.	7/31/2020 11:30 AM
526	Ensure that use of force continuum is refreshed at inservice. Politicians are not making the split second choices officers are making at 3 in the morning. Very easy to second guess and Monday morning quarterback	7/31/2020 11:21 AM
527	Reasonable in one situation does not make it reasonable in another. A single petit female officer does not have all the capabilities of a larger officer. You can not tie the hands of all officers. It is a risk to their life, and the general public	7/31/2020 11:21 AM
528	Perhaps this should be a topic for local people also, somehow. And a time for police to communicate to local people. It seems like a sticky problem that needs a lot of airing.inwish you had a don't know option.	7/31/2020 10:58 AM
529	Police rarely use lethal force in VT, it should be low priority but standards are good to have especially in matters of life and death.	7/31/2020 10:55 AM
530	Should be specific standards	7/31/2020 10:29 AM
531	Qualified Immunity is not a fair law. It requires a jury to look at a situation from only the moments before an officer uses force and denies the rest of the context essentially always resulting in an officer getting off from excessive force. I think a state wide standard should address that qualified immunity is not a hall pass for lethal force.	7/31/2020 7:42 AM
532	When life threatening occurs	7/31/2020 7:11 AM
533	These standards should be guide lines and not set in stone.	7/31/2020 6:58 AM
534	I realize that police do have to make split second decisions, so it could be hard to follow 100% of the time	7/30/2020 11:37 PM
535	Legal force is a judgment we have to train for use of better judgment. Written policy is great however in the line of fire they have to make split decisions	7/30/2020 10:39 PM
536	Do you think that in the heat of the moment you could determine whether or not you were meeting the legal requirement for lethal force? If you answer "yes" to this I would love for you to discuss the situation you were in that proves you have been able to make the decision.	7/30/2020 8:43 PM
537	lethal force should not be necessary. "needing" to turn to lethal force is a sign of incompetence in most situations. police bring in white murderers peacefully and protect them from harm and	7/30/2020 8:31 PM

SURVEY ON POLICE REFORM IN VERMONT

get them food, but shoot black kids with toy cars. if you don't need to kill the white murderers, you don't need to kill a kid.

538	But realize situations change with every call	7/30/2020 8:22 PM
539	And it should be almost never	7/30/2020 7:57 PM
540	a police officer should be trained in use of lethal force and use their better judgement as use of lethal force is fairly uncommon in Vermont.	7/30/2020 7:33 PM
541	let the police make their own policies as we know if the legislature gets involved it will be a mess	7/30/2020 4:46 PM
542	Area is too gray and can be manipulated by police because they are in a position of power. Clarity is needed.	7/30/2020 4:39 PM
543	If possible LETHAL FORCE SHOULD NEVER BE USED. I read that police are taught to shoot to kill if feel threatened; their judgments about the necessity when the lethal force is used are suspect. They have to be "carefully taught" of other ways than lethal force if they feel their life is endangered (when after the fact it has been proven there was not the danger they experienced). Tough psychological thing to do - need them trained by experts and in the field.	7/30/2020 4:29 PM
544	As a last resort if ever. Police come into situations all geared up and aggressive from the word go. They should start from a passive stance. I've seen police pull over people for a traffic stop in bullet proof vest. You put it out there and it's not necessary. Police are aggressive to begin with start recognizing we're people too. Not perps. Do not shoot without identifying yourselves first drugs or guns shouldn't change this. If you don't know what you're shooting assume there are unarmed people at risk. Risk from the police.	7/30/2020 4:16 PM
545	It is never required.	7/30/2020 2:44 PM
546	Manage this through model policy which adopts the Graham standard.	7/30/2020 2:29 PM
547	This should be as restrictive as possible.	7/30/2020 12:37 PM
548	Ideally lethal force would be the absolute last resort method, used only to protect the life of another person. I know this is a sticky situation and a lot of people don't understand how difficult it is to "just shoot to disarm" and that, depending on the situation, it can be near impossible to mitigate a threatening individual (for example, someone amped up on meth can be shot multiple times without it slowing them down). But simply saying "I felt my life was threatened" should not be carte blanche to use lethal force when an actual threat to an officer's life is clearly not present.	7/30/2020 12:26 PM
549	Yes. As long as law enforcement members, community members and other stakeholders are collectively part of the process in developing.	7/30/2020 12:18 PM
550	Are the laws already in existence?	7/30/2020 10:38 AM
551	This is ridiculous! Our police agencies in Vermont are great! Our legislatures have failed to properly fund the State Police and the police academy. The data does not support this type of legislative change in Vermont.	7/30/2020 10:31 AM
552	There is already Supreme Court cases, Graham v Conner etc.	7/30/2020 10:23 AM
553	It would be good for police to have this standard so they are not left in legal or economic peril when exercising their judgment in a situation.	7/30/2020 10:01 AM
554	Yes, but overall, policing as an institution cannot be reformed. We need to focus much more on issues of access to basic needs as a means of crime prevention. The police needs less, not more, funding.	7/30/2020 9:09 AM
555	Police should be discouraged from using lethal force in every way possible.	7/30/2020 8:51 AM
556	A knowledgeable entity on policing and lethal force should create the legal standard.	7/30/2020 8:24 AM
557	Truly feel that legislators have absolutely no idea what law enforcement members are up against. There should be no reason for anyone to have to fully worry that they may be injured, maimed or killed for simply protecting the citizenry of Vermont. Soon NO ONE is going to want to do this work.	7/30/2020 8:10 AM
558	Escalation of force should be universal across the board and it should be very clear what that	7/30/2020 7:41 AM

SURVEY ON POLICE REFORM IN VERMONT

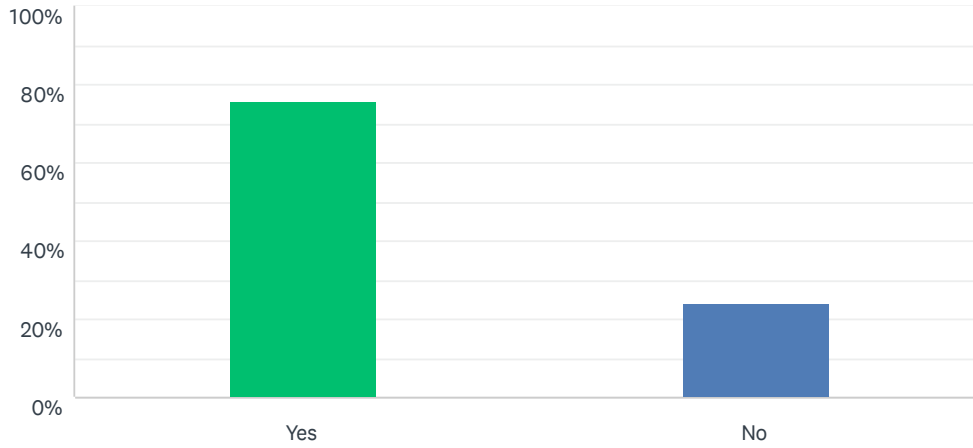
	is to all officers.	
559	Keep politics out of this. None of the police officers WANT to kill someone....walk a mile in their shoes, ask to take the simulator test to see if you can make the perfect decisions	7/30/2020 6:50 AM
560	Prefer personnel training and education prior to standards.	7/30/2020 5:33 AM
561	Hard to have a standard to me it's situational	7/29/2020 10:26 PM
562	No lethal force unless suspect uses lethal weapon first.	7/29/2020 10:11 PM
563	It should be specific - e.g. firing 15 bullets in to someone is lethal use of force. Stop allowing for the justification of extreme violence. It should also be specific and clear in the other kinds of steps and de-escalation techniques that should be employed to make violence the last possible option.	7/29/2020 9:31 PM
564	police should almost never use lethal force. I think Vermont is ok here, but nationwide there is far too much "protect the police" and shoot the other guy first. the police are not jury and executioner. running from the police is not a capital crime. being a bit crazy is not a capital crime. telling a cop he's out of line is not a capital crime. maybe the police should not even have guns!	7/29/2020 8:40 PM
565	Yes, this would legally protect the officers in cases where this type of force was necessary.	7/29/2020 8:38 PM
566	Please educate public on current A.O.J.	7/29/2020 8:16 PM
567	There is already extensive FEDERAL case law concerning this, and the Legislature shouldn't muck it up. It's sad that a group of people who know so little about this topic are making laws willy-nilly about it...	7/29/2020 6:23 PM
568	Police need to be educated that they are one piece of law enforcement but they are not the ones to judge and issue a sentence. That is what the courts are for. The New Jim Crow book should be required reading.	7/29/2020 6:03 PM
569	I do think if an officer is afraid of personal deadly harm it is justified but it needs to be very clear so lives are not lost I necessarily.	7/29/2020 5:57 PM
570	Definitely with additional training to learn de-escalation techniques.	7/29/2020 5:44 PM
571	The possibility of an officer sustaining injury is not a reason to use lethal force. Only when there is an immediate lethal threat is it ok for an officer to use lethal force.	7/29/2020 5:41 PM
572	The representatives don't know enough about the subject to do this. They will be too influenced by lobbyists.	7/29/2020 5:39 PM
573	Officers may not use lethal force unless there is a clear-and-present danger of a lethal outcome to the officer or a bystander.	7/29/2020 5:27 PM
574	I think there should be a state policy that governs the use of force but does allow for the discretion of the individual officer in the field.	7/29/2020 5:17 PM
575	Each case is unique,there is no blanket standard for if the officer feels threatened	7/29/2020 4:06 PM
576	I worry about those one in a million situations that we hope they're never in but if we 100% restrict certain types or instances they can use force, we've put them in a bad position when they're left to be no better than a bystander.	7/29/2020 3:25 PM
577	Should be actual life threatening situations, not perceived life threatening situations.	7/29/2020 1:33 PM
578	This seems to restrict law enforcement more than it already is. Law enforcement officers are highly trained on the use of lethal force with a nationally recognized standard. Now we want a standard written by people who sit in an office with no experience on the subject?	7/29/2020 1:09 PM
579	There are so few instances of force used in Vermont. Our police already do an excellent job. We are forgetting that force is used so infrequently and are making Minneapolis issues our issue.	7/29/2020 12:27 PM
580	Graham v. Connor, 490 U.S. 386 (1989), was a United States Supreme Court case where the Court determined that an objective reasonableness standard should apply to a civilian's claim that law enforcement officials used excessive force in the course of making an arrest, investigatory stop, or other "seizure" of his person. The test of reasonableness under the	7/29/2020 12:03 PM

SURVEY ON POLICE REFORM IN VERMONT

Fourth Amendment is not capable of precise definition or mechanical application," the test's "proper application requires careful attention to the facts and circumstances of each particular case

Q4 Would you support a uniform state-wide use of force and de-escalation policy?

Answered: 1,447 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	75.67%	1,095
No	24.33%	352
TOTAL		1,447

SURVEY ON POLICE REFORM IN VERMONT

#	PLEASE SHARE ANY CONCERNS OR SUGGESTIONS ON SUCH A POLICY.	DATE
1	It should not be scarier or more dangerous for a person of color or any person to encounter police in one jurisdiction vs. another jurisdiction. A person driving while Black should not be more fearful of being pulled over in Bennington than in Brattleboro. I am sure there will be issues of local control and resistance to statewide policy, and I don't know how to get around that.	8/22/2020 8:40 AM
2	End qualified immunity. Vermont law shields officials who abuse their power from meaningful accountability. State lawmakers need to disincentivize police misconduct. Remove police from schools. The presence of "school resource officers" (SROs) disproportionately harms students of color, students with disabilities, and low-income students. We must end the use of police in schools and invest in educational support services. Limit police involvement in low-level offenses. We must prevent unnecessary police interactions which disproportionately impact people of color. That includes limiting police involvement in mental health crises, authority to conduct "consent"-based searches, and discretion to cite or arrest for petty offenses like "disorderly conduct." Ban police use of military-grade equipment and techniques. Police militarization is unnecessary and dangerous. Giving police military equipment encourages the use of paramilitary tactics with civilians, including no-knock raids, as well as abusive "crowd control techniques," such as use of pepper spray, rubber bullets, tear gas, and sound canons. Prohibit use of new and invasive surveillance technologies, including new surveillance technologies, advanced or autonomous weaponry, facial recognition software, and predictive policing technologies. Require appointment of independent counsel outside of State's Attorneys and the Attorney General's office to review and prosecute police misconduct. Increase transparency so that police misconduct cannot be concealed. That includes ending confidentiality for officer disciplinary records and other limits on public access to information. Require robust, systemwide data collection and analysis from police, prosecutors, courts, parole board, and Department of Corrections to detect and eradicate systemic racism. Establish community control and authority over law enforcement, including over police priorities, transparency, and discipline, and end collective bargaining agreement provisions that limit oversight and accountability. INVEST in communities, not policing. It is time to demand that our laws and our investments match our values as Vermonters, and to affirm that Black Lives Matter. Local and state policymakers must prioritize people and communities, not policing and prisons.	8/21/2020 10:52 PM
3	End qualified immunity. Vermont law shields officials who abuse their power from meaningful accountability. State lawmakers need to disincentivize police misconduct. Remove police from schools. The presence of "school resource officers" (SROs) disproportionately harms students of color, students with disabilities, and low-income students. We must end the use of police in schools and invest in educational support services. Limit police involvement in low-level offenses. We must prevent unnecessary police interactions which disproportionately impact people of color. That includes limiting police involvement in mental health crises, authority to conduct "consent"-based searches, and discretion to cite or arrest for petty offenses like "disorderly conduct." Ban police use of military-grade equipment and techniques. Police militarization is unnecessary and dangerous. Giving police military equipment encourages the use of paramilitary tactics with civilians, including no-knock raids, as well as abusive "crowd control techniques," such as use of pepper spray, rubber bullets, tear gas, and sound canons. Prohibit use of new and invasive surveillance technologies, including new surveillance technologies, advanced or autonomous weaponry, facial recognition software, and predictive policing technologies. Require appointment of independent counsel outside of State's Attorneys and the Attorney General's office to review and prosecute police misconduct. Increase transparency so that police misconduct cannot be concealed. That includes ending confidentiality for officer disciplinary records and other limits on public access to information. Require robust, systemwide data collection and analysis from police, prosecutors, courts, parole board, and Department of Corrections to detect and eradicate systemic racism. Establish community control and authority over law enforcement, including over police priorities, transparency, and discipline, and end collective bargaining agreement provisions that limit oversight and accountability. INVEST in communities, not policing. It is time to demand that our laws and our investments match our values as Vermonters, and to affirm that Black Lives Matter. Local and state policymakers must prioritize people and communities, not policing and prisons.	8/21/2020 10:52 PM
4	I would support a uniform standard if departments were allowed to use even more stringent standards at their discretion.	8/21/2020 9:43 PM
5	Again, a properly trained officer must be trusted to perform their duties to the best of their	8/21/2020 9:33 PM

SURVEY ON POLICE REFORM IN VERMONT

	ability.	
6	Again, as long as these policies are not merely trainings that are not followed up with accountability and enforcement (and, yes, correction and intra-departmental justice, where needed).	8/21/2020 9:22 PM
7	cops don't care about policies because they know they can get away with it by justifying force as necessary in any situation	8/21/2020 8:16 PM
8	They should not use force at all. They should not exist.	8/21/2020 6:57 PM
9	I feel that too often the presence of police creates escalation, and that education and the state's having a policy would be helpful.	8/21/2020 1:00 PM
10	De-escalation needs to be a priority. And in training, it's crucial to address how one cop can de-escalate another cop.	8/21/2020 9:15 AM
11	Police should basically only de-escalate	8/21/2020 7:46 AM
12	I hop	8/21/2020 5:58 AM
13	I don't want more training for cops. I don't want cops at all.	8/21/2020 3:12 AM
14	If developed in collaboration with people who have experience in law enforcement.	8/20/2020 10:17 PM
15	Presumably it would depend on the content of the policy; again, I'm not sure I know enough about what benefits there are if any to maintaining a level of local flexibility (maybe a state minimum standard and localities can adopt more stringent policies if they choose?) or what nationwide best practice is in this area. Generally, the state should follow data-driven best practices with the goal of harm reduction in particular for minorities and vulnerable populations.	8/20/2020 10:08 PM
16	Again, it would need to be enforced and investigated by an external agency. Results of the investigation should be reviewed by a civilian oversight committee.	8/20/2020 9:46 PM
17	All situations are different.	8/20/2020 9:45 PM
18	This rounds better than a regulation. Hard to regulate these unpredictable interactions. Expected and suggested behavior is better.	8/20/2020 2:42 PM
19	Yes, until we can get the police off our streets they at least need to follow some type of structure when it comes to encounters. How can civilians feel safe when police are known to racial profile and over react in situations, especially when they operate under an "us" v "them" approach.	8/20/2020 1:37 PM
20	Police should not carry weapons. Then they have to learn deescalation techniques.	8/20/2020 12:18 PM
21	Maybe. Certainly would want to see it and have in put first.	8/20/2020 11:27 AM
22	Many great ones already exist. Check our the NYPD PD Manual. And the Administrative code as well.	8/20/2020 10:45 AM
23	Avoid too much ambiguity or loop holes if such a policy is implemented.	8/20/2020 10:23 AM
24	Whenever possible we should de escolate for the best outcome	8/20/2020 9:55 AM
25	Lots of folks in Chittenden County haven't been on a dirt road and I'm pretty sure we still have more dirt roads than paved in our small, rural state. What does that policy look like in Glover or Island Pond?	8/20/2020 8:25 AM
26	De escalation can vary depending on type of personal involved, rual vs urban etc. cookie cutter approach may not work everywhere	8/20/2020 8:14 AM
27	Yes. The amount of VTers who have been in mental distress and interacted with the police and ended up harmed or dead is too high.	8/20/2020 7:24 AM
28	Police do a great job of deescalation.	8/20/2020 6:36 AM
29	This isn't enough	8/20/2020 12:40 AM
30	Yes, but local cities and towns should be able to have stronger (more progressive) policies. It would be a good thing to have standards and then if any police officers or departments violate it the state could enforce it. There need to be strong enforcement mechanisms and	8/19/2020 10:21 PM

SURVEY ON POLICE REFORM IN VERMONT

consequences for it to matter. The fair and impartial policing policy has not been enforced from what I can tell, for example. Enforcement requires funding.

31	Send in the social workers, or require extensive education for police officers.	8/19/2020 8:57 PM
32	By all means add more deescalation tactics but the use of force is already a factor that is covered at police academies	8/19/2020 8:20 PM
33	Same as before, it should set a minimum and allow more stringent local standards.	8/19/2020 7:57 PM
34	Clear training with health care professions and skillful police trainers	8/19/2020 7:54 PM
35	police use too much force all the time and that explains why the citizens don't trust the police	8/19/2020 7:19 PM
36	But again this needs to be combined with civilian oversight of judgment. A standard that is enforced by the Police System would not make any difference at all.	8/19/2020 7:06 PM
37	I have trained in de-escalation and it should be mandatory. Police ignore trauma and its impact on citizens.	8/19/2020 6:17 PM
38	Municipal/Deputy Sheriff LEO needs annual training.	8/19/2020 6:07 PM
39	After exhaustive development of this policy, which also contains built in opportunities to always learn from their day to day experiences.	8/19/2020 5:30 PM
40	It must be supported by funding to alter police culture from the ground up.	8/19/2020 4:07 PM
41	de-escalation education is more important	8/19/2020 12:07 PM
42	De-escalation and use of force standards must be fair and reasonable. Every situation officers encounter is unique. We must account for the humanity of all parties.	8/19/2020 9:11 AM
43	The goal should always be de-escalation and protecting the people. A large number of police reports deal with those that need counseling for mental health, not their life threatened and the escalation of an encounter.	8/18/2020 9:02 PM
44	Yes, but I don't think it will do much. These reforms have been tried other places and could eat up funding that could go to other non-police services.	8/18/2020 11:07 AM
45	Police currently seem to escalate situations until they can provoke the suspect into committing a crime	8/18/2020 10:13 AM
46	The more clarity and accountability the better. Police are not the moral authority and should be held accountable by clear standards and guidelines.	8/18/2020 10:07 AM
47	Every situation is different but this is where we should head if there is enough time. Having such a task force or person on board and readily available should be a huge help.	8/18/2020 8:57 AM
48	There should be a standard of policy, although when dealing with a diverse public, this policy should not infringe rights or the effectiveness of the law enforcement to create a negative impact. We don't want it to hinder justice, rather establish clear protocols and consequences for breaking protocols or laws while enforcing the laws themselves.	8/17/2020 4:50 PM
49	Yes but again we don't call the police when all is calm . They - the police- too have fear	8/17/2020 2:22 PM
50	We should defund the police and invest heavily in impacted communities.	8/17/2020 12:26 PM
51	This is not enough. We need to shift resources into other solutions besides the current police force that has use-of-force and threat mitigation as its primary aim. We need community safety solutions founded upon and rooted in de-escalation and restoring peace, with people hired who are interested in participating in community safety in this way. We can't force those trained and steeped in violence and violent systems just to shift their practices because someone wrote a policy.	8/17/2020 11:03 AM
52	IT WOULD HAVE TO BE VERY EXTENSIVE as no call for aid is the same as the previous call. This would be a very complicated plan to develop and implement.	8/16/2020 9:51 PM
53	informed by and in consultation with BIPOC Vermonters	8/16/2020 4:38 PM
54	See above.	8/16/2020 12:17 PM
55	Again, cities should be able to make stricter policies	8/16/2020 9:27 AM

SURVEY ON POLICE REFORM IN VERMONT

56	yes, see above	8/16/2020 9:25 AM
57	Police should always try to de-escalate if possible and to the greatest extent possible, and should never use force to gain compliance to anything that is not truly necessary, such as to break up protests or homeless camps. Where there's a stubborn, frustrating citizen, police should not use force, but should use de-escalation methods and involve people who are highly trained in negotiating with difficult people, such as social workers.	8/16/2020 12:17 AM
58	Local police could opt to have more comprehensive de-escalation and use of force policies.	8/15/2020 4:50 PM
59	De-escalation policy have uniformly been shown not to work. These are feel-good policies that make little or no difference. Let's take the Hartford Vermont Police Department as an example. The de-escalation training those officers participated in was conducted by the Dolan Group, basically a bunch of former police officers turned consultants who have not real expertise in the area of de-escalation.	8/15/2020 8:15 AM
60	Individual situations deserve individual solutions	8/15/2020 7:38 AM
61	There is already a state wide use of force policy	8/14/2020 9:46 PM
62	Hire good talent and pay them well!	8/14/2020 6:59 PM
63	Police can be trained to attempt de- escalation (which they already do) but there are times when it does not work- GIVE the police the tools they need to keep us safe!!	8/14/2020 3:20 PM
64	As above: 95% of current police functions are better fulfilled by other professionals: EMTs, social workers, community organizers, etc. The remaining 5% would need such a policy.	8/14/2020 12:49 PM
65	Mediators and community safety workers should be the first ones to speak to a person who is acting agitated or violent. Police consistently fail to deescalate tense situations, so just cut police officers and replace them with professionals who can treat their fellow Vermonters with dignity and care, and have the skills to end conflicts without harm.	8/14/2020 9:25 AM
66	It's very clear that we have a problem with lethal force and lack of de-escalation practices. For this reason, it follows that we must try a different approach. Different communities approach issues of race differently, which is a dangerous situation: we cannot afford to let communities continue to make mistakes in their practices. We need a high-standard state policy around use of force and de-escalation protocol.	8/14/2020 8:54 AM
67	There should be a uniform state-wide 'use of force and de-escalation policy' BUT it should be called a 'DE-ESCALATION and use of force policy'. De-escalation techniques should always come before force.	8/14/2020 8:40 AM
68	The Obama administration produced a 21st century policing policy that should be enacted state-wide.	8/14/2020 7:48 AM
69	should be left up to each individual area--- recognize the diversity of the area	8/14/2020 7:36 AM
70	Again, bad encounters often begin with the necessary assumption that citizens are armed. We must de-escalate all encounters through gun control measures.	8/14/2020 7:08 AM
71	Similar comments as above - I'm concerned that this would only band-aid the problem, potentially making legal action against police brutality more possible on paper, without actually systemically preventing violence and harm.	8/13/2020 8:55 PM
72	Escalation is what most police do. Especially if you stand on your Constitutional rights. They say it's uncooperative. And because of cell cameras, they're told to repeat "stop resisting" Its the Thin Blue Line vs citizens mindset and actions we're seeing. They protect government and themselves.	8/13/2020 6:54 PM
73	Need more info. What does this mean?	8/13/2020 2:55 PM
74	Everyone who holds power should be trained in de-escalation. The policing system as we know it needs to be abolished.	8/13/2020 12:32 PM
75	Earlier involvement of mental health agencies and/or EMS in securing scenes. More mandated training for police officers in recognizing medical problems that can cause erratic or violent behavior (to avoid, for example, assuming a combative diabetic is intoxicated).	8/13/2020 12:17 PM
76	Again, there are too many variables to each unique situation to try to make policy. Good cops know what needs to be done and when to de-escalate.	8/13/2020 11:17 AM

SURVEY ON POLICE REFORM IN VERMONT

77	De-escalation policy is a step in the right direction but it is not a full or comprehensive means of changing the police. We must also adopt fair and impartial policing policies that create accountability for officers, requiring them to implement descalation in all communities at all times for however long it takes to successfully navigate an intense situation.	8/13/2020 11:09 AM
78	with proper training	8/13/2020 10:34 AM
79	The Criminal Justice Training Council already has a model policy. The state could mandate each agency's policy address certain areas, or language it must include, but the State already has control of the Vermont State Police. Vermonters value local control and local agencies should be able to craft their policies to reflect their local communities.	8/13/2020 10:06 AM
80	most important is superfunding community mental health, peer, mentor, educational, employment and housing resources...if those are working well we won't need or have so many police interactions with non-violent criminals.	8/13/2020 8:43 AM
81	Again, put on a uniform and bullet proof vest before you think you are in a position to make these judgment calls.	8/13/2020 8:42 AM
82	Once again! You are punishing the STATE and all the Police Officers because of the bad apples. Where I work, if you break the rules you loose your job. The company doesn't change the rules because of the employer that can't follow them. Why are we wasting tax payers money on this?	8/13/2020 8:25 AM
83	De-escalation training is definitely something that needs more attention.	8/13/2020 12:28 AM
84	Descalation policy yes. Use of force maybe. Again there are so many situations not sure a ise of force policy will cover everything.	8/13/2020 12:16 AM
85	I work with special education students and I've seen police escalate these situations because they're used to taking over and leading with force. Needs to change.	8/12/2020 7:47 PM
86	See previous comments about use of force. It's important to train cops in de-escalation, but reforms are not going to change the fundamental realities of racism in Vermont. We need a complete overhaul of policing because the culture of policing is rooted in white supremacy and causes violence to Black communities on a daily basis.	8/12/2020 7:01 PM
87	Haven't seen one to read it, so I really cant say. These policies are not going to come up with every scenario.	8/12/2020 6:44 PM
88	Again, only with the guidance and knowledge of those that would be involved	8/12/2020 6:13 PM
89	again, arm chair quarter back. Decisions being made by those that have 0 experience in what it is like in actual life and death situations	8/12/2020 5:49 PM
90	Use of force is necessary	8/12/2020 5:29 PM
91	only if the chiefs of police and the majority of law enforcement officers agree with it5 , you ;liberals have way to many drug addicts running around that feel exempt from the law s	8/12/2020 5:29 PM
92	I would support a uniform state-wide use of force and de-escalation policy as A PART of HOLISTICALLY reforming the oppressive systems in our state of Vermont.	8/12/2020 5:00 PM
93	See answer to #3.	8/12/2020 3:08 PM
94	Police need far more training in de-escalation techniques	8/12/2020 2:13 PM
95	Yes but please don't stop here.	8/12/2020 1:54 PM
96	I would if I felt that the state-wise policy was considerate of the differences that exist within each of Vermont's districts. Sometimes one solution isn't the best option for all. Burlington may have different needs to be addressed then say, Barnard.	8/12/2020 12:08 PM
97	same comment as #3 above	8/12/2020 11:33 AM
98	Sure. State police already has one.	8/12/2020 11:17 AM
99	De-escalation needs to be a first tool. More non-lethal options need to be available as a second tool, and if NO OTHER OPTION, then deadly force.	8/12/2020 9:15 AM
100	As long as the differences inherent to rural and more urban areas are taken into account	8/12/2020 9:05 AM

SURVEY ON POLICE REFORM IN VERMONT

101	why the emphasis on so many policies yet so few meaningful attempts to redistribute resources? all of the policies named in this survey so far seem like distractions, the appearance of doing something meaningful.	8/12/2020 8:55 AM
102	See above. Also, every community has their own issues	8/12/2020 8:12 AM
103	There are many officers patrolling now that have NEVER been to an academy. they are "Waiting for a slot". Until they get the proper training, they can work part time! Working part time still means you will be making life and death decisions - with NO training. That is the biggest problem this state has right now!	8/12/2020 7:26 AM
104	What works in Rutland might not work in Norwich.	8/12/2020 12:11 AM
105	Police departments should work with other specialties to de-escalate. Many people are afraid of cops, their presence alone can escalate situations.	8/11/2020 9:26 PM
106	Too many variables.	8/11/2020 8:35 PM
107	Training on this is very important. Having the policy is not enough.	8/11/2020 8:29 PM
108	I support standard training on techniques, I do not want more and more regulation that no one adheres to. Let the communities regulate their police.	8/11/2020 5:15 PM
109	This is a waste of time and tax payer money. These systems are already in place.	8/11/2020 3:56 PM
110	Again, trying to legislate for every possible scenario is unnecessary. There are already mechanisms in place to deal with abhorrent police officers. Stiffen the penalties for officers who violate people's rights , and support officers who are falsely accused by prosecuting individuals who lie about police misconduct.	8/11/2020 3:56 PM
111	My mind might be changed if it was police officers who determined this policy.	8/11/2020 3:12 PM
112	For the same reasons as question #3. In addition, Vermont is a small state but with extremely diverse geographical, physical and cultural differences. For instance, what works in Chittenden County may not work in Windham County given the vast differences in population, cultural beliefs and geo-political make-ups. While a mental health professional could easily be embedded with the Burlington Police Department, the availability of the same counselor for the Bellows Falls Police Department would be extremely different.	8/11/2020 2:48 PM
113	But see above (3) for concerns.	8/11/2020 1:25 PM
114	I can't support this without knowing what it entails. Again, please focus on the 10-point plan outlined by the ACLU: https://www.acluvt.org/en/plan-reimagine-policing-vermont	8/11/2020 1:21 PM
115	No because I have little faith in our gov officials coming up with a policy that would be worth instituting	8/11/2020 1:09 PM
116	I'm shocked that we don't have one already!	8/11/2020 12:30 PM
117	Have any of you participated in law enforcement training. Start there.	8/11/2020 12:22 PM
118	Nothing is that easy. I applaud you if you can do it. I do think every agency in the state should be using the same policy. Vermont isn't jurisdictional as it is in other parts of the country. They all use the same court systems and laws. Makes sense. Only thing holding that back is fear of funding to come on line by municipalities and Sheriff's.	8/11/2020 12:13 PM
119	Such a policy should be implemented with the consultation of Vermont law enforcement groups and experts in the field of policing and should mirror the model use of force policy offered by federal law enforcement that many law enforcement agencies in Vermont use or consult.	8/11/2020 12:00 PM
120	All police receive the same training now in the State of Vermont. They attend numerous hours of training to become full time certified officers. They are properly trained, we as citizens should be required to attend training on how to be civil to one another.	8/11/2020 11:54 AM
121	If developed by law enforcement professionals rather than politicians and lawyers	8/11/2020 11:30 AM
122	None at this time	8/11/2020 10:05 AM
123	De-escalation is imperative since there is so much bias in humans. Not just police. and since we have seen from the past several years - decades(!) - the current way of doing things is not	8/10/2020 10:48 PM

SURVEY ON POLICE REFORM IN VERMONT

working! It is hard for our society to not seem broken if you look at the way violence is used to regulate people.

124	This seems doable since many departments have similar policies anyway and are based on standards from case law	8/10/2020 10:41 PM
125	This ensures legislative oversight and hopefully a standard to which all departments can practice.	8/10/2020 5:48 PM
126	You would be tying the hands of officers who are in very dynamic situations. These are people we are talking about; both the victim, detainee and officer. How can we prescribe how someone is to behave when it volatile. This is not a computer program; it is people and situations that require immediate judgement. Not one where someone can sit there an debate in their minds. Seriously people!	8/10/2020 5:31 PM
127	Again, I don't like the broad stroke, but if it allowed for sufficient use of common sense and flexibility it would be ok.	8/10/2020 5:02 PM
128	But DEFUND instead of REFORM	8/10/2020 4:57 PM
129	Individual districts should set their own standards and they should be easily publicly accessible. Citizens can decide whether they are okay with those standards and move to another town if not.	8/10/2020 4:08 PM
130	Police should use force in VERY limited circumstances and should be trained to de-escalate as their primary role in society.	8/10/2020 2:22 PM
131	Using force against fellow citizens should be extremely rare and there should be a policy on this. However, I think the main focus should be on fundamentally rethinking policing.	8/10/2020 1:14 PM
132	Unfortunately, every encounter with a troubled human being is different, and as tragic as it is, we still cannot predict human behavior. Victimizing a police officer with second guessing will not solve the problem, and may eventually exacerbate matters if police officers find themselves the filling in a shit sandwich.	8/10/2020 12:47 PM
133	Same comments as above.	8/10/2020 11:24 AM
134	See answer to #3.	8/10/2020 11:09 AM
135	Yes, if police are all about strict rules, then they need to have their own that they follow.	8/10/2020 10:31 AM
136	Similar to response on question 3.	8/10/2020 10:00 AM
137	I support a community determination of policies for their local police departments.	8/10/2020 9:48 AM
138	I do think there should be more education on de-escalation, but if an individual has a gun in there hand and its pointed at a police officer, I don't think de-escalating tactics will go too far.	8/10/2020 8:16 AM
139	Deescalation yes.	8/10/2020 7:57 AM
140	I think having a patchwork of different agencies with different rules is challenging and while I don't expressly dislike local control I think some things should be standardized for the state. This would be a good place to start.	8/10/2020 7:39 AM
141	We already have this set in place and all are taught this at the Vermont Police Academy. Again, where are the issues in the state of VT with use of force and de-escalation? Why are we taking 1 incident that occurred in Minneapolis and throwing a blanket over every LEO in the entire country?	8/10/2020 6:40 AM
142	You cannot write one policy that will cover every scenario. All this will accomplish is open agencies up for lawsuits.	8/10/2020 6:10 AM
143	Each community is unique and has it's own unique set of issues. One community may have a completely different socio-economic climate and attitude toward police than another community. Different community factors require different policing methods.	8/10/2020 4:09 AM
144	This too, is already in place, in each department.	8/9/2020 11:30 PM
145	In fact, there exists a de facto state-wide policy on use of force. Virtually all departments in the state follow a model policy developed by the Criminal Justice Council.	8/9/2020 9:21 PM
146	Again, other counties/cities have implemented changes in policy that have ultimately been	8/9/2020 8:46 PM

SURVEY ON POLICE REFORM IN VERMONT

ineffective. This is because police are protected through their unions and they have entrenched contracts with the cities and municipalities in which they serve. Only removing the police apparatus will meaningful change be realized.

147	Education will help.	8/9/2020 7:25 PM
148	Only on the part of those breaking the law.	8/9/2020 3:56 PM
149	Although I imagine every circumstance is different. There's no need to fire on an unstable citizen.	8/9/2020 3:25 PM
150	see above	8/9/2020 12:56 PM
151	This gives more money to police. Unless this reform is coming out of an existing AND reduced budget, I am going to stay with my stance of defunding and abolishing the police.	8/9/2020 12:17 PM
152	I feel Vt does a good job in this area and it's a case by case issue	8/9/2020 8:24 AM
153	The state should have a statewide model for use of force and de-escalation, but departments need some flexibility to tailor their policies to their jurisdictions.	8/9/2020 8:11 AM
154	N	8/9/2020 7:29 AM
155	I do think there should be a state-wide policy, especially in light of officers from different cities and towns sometimes working together on cases. I think it would offer more stability to the police force and would give clear guidance to officers. I also feel the police either need mental health counselors as part of their workforce for these calls where de-escalation is necessary or the police should defer to the mental health system to provide de-escalation and only be in the background.	8/8/2020 10:06 PM
156	No situation plays out according to "policy". Train them and let them do their job!	8/8/2020 5:47 PM
157	I guess but obviously it doesn't mean anything, cops will still kill	8/8/2020 9:40 AM
158	Each department has unique situations that will cause some differences in the policies, including but not limited to the number of officers per shift	8/8/2020 8:33 AM
159	I would not want a state-wide policy to inhibit localities from having a more restrictive use of force and de-escalation policy.	8/8/2020 7:27 AM
160	I would only support a de-escalation policy. Cops have no way out of a situation, someone has to get arrested, they cannot just walk away.	8/8/2020 1:56 AM
161	This is a confusing question, cuz it's asking about "use of force", separately from "de-escalation policy". I say "no" to force but yes to "de-escalation"	8/7/2020 11:29 PM
162	De-escalation should also take up a much larger portion of training than it currently does. It cannot simply be added on top of a program, culture, and historical precedent that positions police to act violently. Training should be redesigned completely to de-center violence and center de-escalation. Also, areas should be identified where funding other types of public safety initiatives like affordable housing, free mental health counseling, education, and healthcare, and directing different responders to a situation would be more effective than the police.	8/7/2020 7:44 PM
163	Again, it just nips the edges of what needs to change.	8/7/2020 7:40 PM
164	Verbal judo.	8/7/2020 6:37 PM
165	Already have one	8/7/2020 5:03 PM
166	And, the training must include adding mental health workers trained in de-escalation. Most officers will not be able to do this without support in the field.	8/7/2020 4:45 PM
167	Use of Force and De-escalation are in direct conflict with one another. If an Officer has resorted to any level of use of force to compel compliance, de-escalation has failed and the officer must apply force to gain compliance or retreat. Combining Use of Force with de-escalation could result in increased officer threat and increased threat to the law enforcement contact.	8/7/2020 4:32 PM
168	for same reason as above. Guidelines would be more fitting. The more you politicians try to shoehorn everything into a one size fits all situation the more problems are created. Each	8/7/2020 4:28 PM

SURVEY ON POLICE REFORM IN VERMONT

incident is likely unique. No one can make a policy that can predict what some mentally ill or drug crazed psycho is going to do or how they will react to any manner of stimuli in a given situation. To bind an officer to a one size fits all policy would be putting their lives and others in danger in my opinion. These "policies" are what are causing hardship for those of us that live in the real world where most policy makers really seem to need to spend a little more time in instead of the pat on the back deal rooms they seem to call home....

169	Police know what they are doing. Vt is already broke.	8/7/2020 4:08 PM
170	Again, this is only as good as the police officers using it. I'd like to hear from the police on this, what do they need? Also is there a culture in police departments that lends itself to using force? How to identify and transform that into peaceful power?	8/7/2020 3:28 PM
171	Again, if it is created through a process which includes professionals and experienced consultants. Not to be decided by politicians.	8/7/2020 12:13 PM
172	De-escalation should ALWAYS be the priority in tense or dangerous situations. Any use of force should be an absolute last resort.	8/7/2020 11:28 AM
173	There already is a use of force standard across the state that should be followed, there is in NY as well.	8/7/2020 8:22 AM
174	So long as it is written by folks that have experience in the use of force field.	8/7/2020 8:17 AM
175	Again, more de-escalation training increases the budget and does nothing to reduce harm committed by police.	8/6/2020 10:46 PM
176	More de-escalation training and policy than force.	8/6/2020 9:48 PM
177	Yes. I fell that all officers and departments should be held to one standard. They should also all have the same training and a system of checks and balances such as one civilian review board	8/6/2020 9:47 PM
178	Officer judgment needs to be exercised. You train for this, but people are unpredictable especially under the influence of substances.	8/6/2020 9:22 PM
179	Every police officer should be trained and trained and trained in de-escalation. Repeatedly. Some will not like it and will not take it seriously -- and this is dangerous. It should be respected, honored, and understood. It should be such a central focus of the training and expectations that those who do not respect it will leave.	8/6/2020 9:00 PM
180	More like unsure	8/6/2020 7:31 PM
181	A lot of policies that are already written contradict each other. Trying to box a person and even further when they have a split second to make a decision at setting them up for failure	8/6/2020 5:17 PM
182	UOF policy statewide is going to have some many sub sections based on how many officers are on scene. How can you expect something that works in Rutland or Burlington with many officers to work when you have 1 or two officers or troopers on scene in the middle of nowhere?	8/6/2020 4:14 PM
183	Each case is different.	8/6/2020 3:55 PM
184	NO LETHAL FORCE. Abolish the police. If social workers and nurses and doctors and psychiatrists can deescalate folks without killing them, then we should call on them to help when there is a person in crisis lashing out, we should pay them more, and we should give hospitals the resources to help so-called "criminals." Redistributing police budgets to the resources that ACTUALLY help people and furthermore to the people who need help will better "protect and serve" the people of Vermont.	8/6/2020 2:33 PM
185	De-escalation is a subjective use and can not be defined by a step by step process	8/6/2020 2:29 PM
186	Not all situations are the same, they don't fit into one box. Where it may be appropriate to de-escalate a situation another situation may call for using force.	8/6/2020 1:50 PM
187	A policy should have to meet specific criteria, but not all policies are one size fits all.	8/6/2020 1:35 PM
188	Unsure....I would want to defer to the voices of those most harmed but our current policies.	8/6/2020 1:28 PM
189	Yes, but I want the de-escalation to be the priority. Right now, officers can say someone blinked at them causing them to feel threatened and fear for their lives. It's ridiculous. What	8/6/2020 1:27 PM

SURVEY ON POLICE REFORM IN VERMONT

they are not owning is that they are frightened at any hint of threat to their authority. That cannot continue to be an excuse for killing and imprisoning people.

190	Same as above the Police academy should produce the policy	8/6/2020 1:24 PM
191	Is it not already statewide considering ALL law enforcement in VT go through the same academy training	8/6/2020 1:03 PM
192	If this is done, which is a great idea, there needs to be adequate state funded training and continued-ed training.	8/6/2020 1:02 PM
193	Every officer in the state should be following the same protocols.	8/6/2020 12:32 PM
194	That should be established by law enforcement agencies, not the legislature.	8/6/2020 12:19 PM
195	I do not think there is a police department in that state that doesn't want to have peaceful resolutions to the various emergencies they respond to. Different tactics work in different areas of the state with the different populations in the state a uniform policy would benefit some and leave other out.	8/6/2020 12:15 PM
196	I definitely think more training is needed so that use of force doesn't Become necessary as often	8/6/2020 11:31 AM
197	Deescalation may work in some cases, but things escalate quickly. People on drugs and serious mental health issues are sometimes extremely unstable and more harm can come when asking several times to do something instead of grabbing and cuffing them so they can not hurt themselves or others	8/6/2020 11:10 AM
198	As long as the policy isn't so prohibitive that adherence to it would create an unnecessary danger to the officer or the public at large	8/6/2020 11:03 AM
199	As above. This is already well-regulated and does not need to be addressed further.	8/6/2020 11:03 AM
200	This may be difficult to define implement, considering the libertarian passions of our regions. I think it must be coupled with prevention programming. How can we provide social supports to reduce violence?	8/6/2020 10:53 AM
201	However not every incident(s) is b/ack or white and would have some grey areas, Be cautious.	8/6/2020 10:35 AM
202	NA	8/6/2020 10:32 AM
203	Police training MUST include the concept that it is the police who control the emotional tone of the situation. Even if a suspect is angry and mouthing off, police can remain calm and de-escalate the tone or match that anger and accelerate the problem. Police also need a safe place to unload all the "bs" that's been dumped on them during their shift so they don't take it home.	8/6/2020 9:59 AM
204	I think that the state should mandate that each law enforcement entity develop one that meets the needs of the community they serve.	8/6/2020 9:47 AM
205	De-escalation should be the first path that a LEO takes when encountering a possible threat to public safety. Low level "disorderly conduct" should not be taken as a suggestion of violent threat automatically and de-escalation should, in those cases, be utilized to affect a better outcome.	8/6/2020 9:35 AM
206	The problem with a statewide policy, is my concern that my department, an accredited police agency for several decades, may lost the significant gains we have had in evolving best practices that are part of well reasoned, researched and constitutionally supported work. Having seen BPD defunded without anything in place to appropriately handle the needs of its community as a reaction to a national movement is concerning. Police reform that includes significant training and culture change on then police role in US history and some of its racist systems is vital and the time is now to address social justice being a cornerstone to policing. That does not mean going out tomorrow and defunding a police department and creating immediate life and safety risk to a community and endangering and potentially increasing mistrust with the police and in the end devaluing social justice.	8/6/2020 9:00 AM
207	Legal accountability should be the same for professionals as non-professionals. If anything, professionals should be held to a higher standard, as they are supposedly trained. If someone threatens a non-professionals citizen, that citizen should never be held to a higher standard than a trained professional. If Mark Johnson's neighbors had felt threatened by him trying to	8/6/2020 8:56 AM

SURVEY ON POLICE REFORM IN VERMONT

get into his apartment, had chased him, and then, seeing a pellet gun, had shot him dead - would that have been a crime? Why is that behavior ok for a public safety officer? They knew Mark lived there, had spoken with him before. Why chase him? They knew he would return to his home. The officer who killed Mark broke the arm of a frail, elderly man who had dementia, when his wife called for assistance in persuading her husband to let go of her arm. The man died of his injuries. If the officer had been prosecuted to "use of force" then, Mark would be alive today. It's unacceptable for civilians to shoot someone whom is fleeing or break an old man's arm when he doesn't understand what you want him to do. Same standard (or higher) for peace officers.

208	Trying to make something uniform will make things actually uneven. Aren't the people arguing for this also arguing that these same systems have caused them hardship? If anything is uniform wouldn't that create imbalance to some.	8/6/2020 8:54 AM
209	See above.	8/6/2020 8:49 AM
210	Ride for a few weeks with police and you will know creating laws to guide judgement is impossible, we need cams to hold them accountable and training so they are prepared to make the best judgement in a million different circumstances	8/6/2020 8:16 AM
211	Would need to include funding for training	8/6/2020 7:42 AM
212	Really yes and no. There is always the possibility of a unique situation that requires action beyond a policy. We need to keep our police safe and give them the tools they need to stay safe. Not tie their hands when it comes to their safety. The extremists will hold police so strictly to a policy that they dont understand and police wont be able to defend themselves.	8/6/2020 7:37 AM
213	Again this needs to be all encompassing and provide exceptions for when deescalation is not appropriate.	8/6/2020 7:14 AM
214	I'm willing to bet that most police agencies in the state have to follow certain guidelines already and that most policies are written along the same lines already. Seems like a better job for the Criminal Justice Training Council or the use of force committee.	8/6/2020 7:13 AM
215	Until some legislative body actually defines what "de-escalation" means, I am fully against a statewide policy. It's currently being used as a catch phrase, it has a watered down meaning right now, if it ever had any meaning at all. If you think police officers are all a bunch of Dirty Harrys who are out to mow people down when they clock in for their shifts, I would argue that you have no business legislating police officers at all with your current knowledge base.	8/6/2020 12:05 AM
216	I totally support de-escalation because I don't want to lose any more friends or people this way, let the police protect and serve, not kill and abuse us!	8/5/2020 11:22 PM
217	See last comment. Standardization is good and provides clarity. However this policy must be developed by the end users and key players such as law enforcement and the judicial branch. not john q public or legislative body	8/5/2020 11:03 PM
218	A part of accreditation.	8/5/2020 10:37 PM
219	Yes, but I see state wide policies like this as stepping stones to eventually dismantling and radically restructuring the police force.	8/5/2020 10:35 PM
220	This is the same as question number 3, just different words asking it.	8/5/2020 10:31 PM
221	You can't apply a statewide policy on these issues due to the diversity of police departments in Vermont. The nature of where they police is a significant factor to consider. For example, the State Police often have to respond to calls alone due to the rural areas they cover. They could not be expected to comply with a statewide policy that might put an isolated officer at risk of harm. Vermont is working toward being inclusive and open to diversity; there is plenty of diversity in jurisdictions. Please do not overlook this factor.	8/5/2020 10:24 PM
222	I would have to see the policy. And a policy that is clear is important for all citizens.	8/5/2020 10:11 PM
223	Police in Vermont serve in very diverse jurisdictions with their own requirements that cannot be addressed in a one size fits all statewide law.	8/5/2020 9:52 PM
224	So long as Certified Law Enforcement Use of Force Instructors are an integral part of its creation. This can not be a civilian only policy.	8/5/2020 9:48 PM
225	This has to come with investing in alternatives to policing - social workers, mental health,	8/5/2020 8:37 PM

SURVEY ON POLICE REFORM IN VERMONT

	EMTs, etc and having these resources present when police are intervening	
226	De-escalation is best suited for those who are professionally trained, experienced in, and committed to the practice of de-escalation. Police departments are probably not the appropriate resource for this line of work.	8/5/2020 8:27 PM
227	But keep it simple. Not a checklist of 10 things. The officer needs to be able to use discretion as far as if they or others are in imminent danger.	8/5/2020 8:20 PM
228	De-escalation is always preferable to use of force whenever possible.	8/5/2020 6:39 PM
229	Non-lethal methods should be standard and lethal force should be highly restricted.	8/5/2020 5:46 PM
230	Not until every legislator is willing to ride with police to gain a real perspective on the use of force. Legislators should attend training on the use of force themselves at the police academy before making decisions on something they have not experienced. Receiving testimony on this topic doesn't compare to training scenarios.	8/5/2020 5:39 PM
231	Different communities have different budgets and capabilities to handle excess regulation. A guidance or recommended approach is the extent of what is necessary to form to the local community.	8/5/2020 5:36 PM
232	I am not totally sure about this one. If all of our law enforcement people had the rigorous training in de-escalation and access to help from social workers and mental health workers and they were proficient enough to use their good judgement then I would be in favor of this.	8/5/2020 5:36 PM
233	It is vital that any statewide policy be combined with the other reforms in adding social workers/ mental health professionals to public safety responses, to make de-escalation more skilled, and reduce the instant tension and fear that are added to an angry situation by the advent of armed police. The same applies to the "lethal force" policy that is in the previous question.	8/5/2020 4:53 PM
234	Very important	8/5/2020 4:22 PM
235	Each and every situation is different and call for different approaches. I think "UNIFORM" policy would put offices at a disadvantage and put them in danger in certain situations.	8/5/2020 2:19 PM
236	Nothing should be uniform. There are always exceptions to rules and individual circumstances.	8/5/2020 2:18 PM
237	As long as it is adaptable to many situations.	8/5/2020 1:56 PM
238	Yes a clarification is good. De-escalation should be used first and then...	8/5/2020 1:26 PM
239	Sort of. This should be through licensing/accreditation bodies to determine best practice/requirements and policies utilizing expert knowledge.	8/5/2020 1:04 PM
240	Yes, if you mean "model policy" as departments have nuances.. If the legislature is dictating every piece of it, call it a 'law' not 'policy' as that will be what it is.	8/5/2020 1:03 PM
241	It must be rigorous, highly restrictive, and enforced.	8/5/2020 12:46 PM
242	Yes, but this has been shown to be ineffective in other places. The Deeper 'culture' of policing is what must change. The idea that the police are in conflict with the public, rather than working with the public.	8/5/2020 12:13 PM
243	It would depend on whether it could be overseen justly, and whether a one-size-fits-all policy would be seen as useful. I can see this falling apart fairly quickly.	8/5/2020 11:51 AM
244	Yes, but I stress that these measures alone are NOT ENOUGH! Coupled with defunding police and placing those funds into mental health, housing, and substance use initiatives, these can be effective measures, but will not fix our problems on their own. We need an entirely different approach to policing, where officers are truly doing the job of keeping citizens safe and not seeking out and punishing people they deem to be criminals. Regarding use of force, choking or strangling should never be a tactic. Officers must always be required to give a verbal warning and they should never shoot at a moving vehicle. Additionally, if another officer sees a colleague violating standards and harming citizens, they must be required to intervene. Restorative Justice practices needs to be a part of this equation. Officers must be trained extensively with regular updates in de-escalation strategies and must exhaust all alternatives before shooting a firearm at a citizen.	8/5/2020 11:49 AM
245	Yes, but this must be more than just a new unenforced mandate or largely ignored series of	8/5/2020 11:26 AM

SURVEY ON POLICE REFORM IN VERMONT

seminars. There must be a new way of thinking and approaching law enforcement that centers the humanity of all members of the community that the police serve.

246	Any de-escalation policy must have increased training on respect, empathy and awareness of cultural differences. I believe there should be more understanding and empathy for those whose details are not observed. I am reminded of the experiment in a classroom in the 50's or 60's, determining a student's status by whether they had blue eyes or brown eyes. It was an amazing study in how, for no fault of your own, you might end up with fewer advantages or being dismissed as unworthy.ultural differences.	8/5/2020 11:24 AM
247	Apparently I'm obligated to answer this question in order for the survey to be completed, but I don't quite understand..."use of force" and "de-escalation" seem contradictory to me. Going with the de-escalation policy, I'm saying yes.	8/5/2020 11:24 AM
248	I believe that we need immediate policy on use of force and de-escalation to prevent violence NOW in VT, but I do not think we can or should stop there. As I have stated in previous answers, it is documented that police repeatedly use force and escalate situations even when there are policies and training. We need a new system that supports community uplift and safety for ALL our residents.	8/5/2020 11:18 AM
249	I am only responding to this question because the survey will not submit without a response. I don't know whether I would support it or not, as I am not an expert in this area. I would look to others who have more knowledge than I do regarding this topic.	8/5/2020 11:15 AM
250	I'm concerned that such reforms are not enough and do not solve the essential problem- policing is an institution that should be eliminated, not reformed	8/5/2020 11:13 AM
251	This policy needs to have teeth because we have seen that policies the police see as guidelines that don't have serious penalties are not followed	8/5/2020 11:06 AM
252	I think the state should focus on de-escalation using skilled workers who are not police as often as possible.	8/5/2020 11:00 AM
253	Accountability statewide.	8/5/2020 10:55 AM
254	abolish all police and prisons	8/5/2020 10:53 AM
255	These policies should also recognize the ongoing secondary (and primary) trauma that police officers experience and how it impacts their ability to make decisions about use of force and de-escalation in crisis situations.	8/5/2020 10:51 AM
256	We do not need mercenaries and warriors. We need community involvement and support.	8/5/2020 10:50 AM
257	Matters is Burlington and their treatment may not be reflective of need in East Pawlet. Our state is diverse in size and population. One size does not fit all	8/5/2020 10:37 AM
258	de-escalation needs to be prioritized in almost every situation. use of force should be the last resort, if necessary at all...	8/5/2020 10:36 AM
259	I think a LOT can be learned by looking towards social work training. These folks are trained to walk into some pretty intense situations and *not* immediately perceive them as personally life threatening. I think quite a bit of the abuse of force problem in policing stems from a training system based on fear and the presumption that every unsettling encounter is just a step or two away from being life threatening	8/5/2020 10:31 AM
260	Yes, if there is clear and contemporary examples of its efficacy.	8/5/2020 10:25 AM
261	There must be consequences built in for officers who violate the policy.	8/5/2020 10:02 AM
262	Why doesn't this policy already exist?	8/5/2020 9:46 AM
263	De-escalation training is already being taught in this state however there is always room to grow and get better. One of the ways that could happen is to make sure all law enforcement agencies are on the same page.	8/5/2020 9:20 AM
264	Only if they are directed at disproportionately affected communities and explicitly incorporated social workers input.	8/5/2020 9:01 AM
265	Yes - given that Vermont has a single police training academy teaching to the same standards. Separate police agencies should develop their own recurring training programs to train the standard.	8/5/2020 8:55 AM

SURVEY ON POLICE REFORM IN VERMONT

266	police officers should receive more de-escalation training than any other type of training.	8/5/2020 8:52 AM
267	I support de-escalation training, and training in use of as little force as possible. But I believe a use of force policy in which we deny police the right to defend themselves puts their lives in danger.	8/5/2020 7:55 AM
268	Policing in different areas of Vermont can be incredibly different. Use of Force will undoubtedly look different when a VSP trooper is on a scene alone with no backup vs. Burlington Police. I believe that policy guidance may be feasible, but a statewide policy would lead to Police Officers being injured or killed in the line of duty.	8/5/2020 6:38 AM
269	For the same reasons above in #3	8/5/2020 6:36 AM
270	Under no circumstances should protestors be allowed to gain control and vandalize public property. Peaceful protest, yes. Violent protest, never.	8/4/2020 11:26 PM
271	Again, same answer it would depend on what the standard is. I do not feel it is acceptable or practical for someone not on the scene dealing with the situation to determine what use of force or how much de-escalation should be used. Nothing is so defined and clear cut in a fast evolving dangerous situation.	8/4/2020 9:37 PM
272	Again, it depends on what that policy says. Would I support measures to reduce use of force? Of course, but only alongside measures to defund policing and implement new systems that benefit communities of color. I would not accept reform policies in place of defunding efforts.	8/4/2020 9:30 PM
273	there are different needs for each area of Vermont, not every situation will follow a flow chart.	8/4/2020 9:26 PM
274	I imagine that rural areas may have different needs than more dense areas of the state and would hope this would be addressed.	8/4/2020 9:05 PM
275	I vote no, because every situation is unique and not uniform. This does not say that there shouldn't be extensive training on deescalation tactics. Because there should be. But people and police encounters are not a formula. Law enforcement must be trained to detect the varying situations they may find themselves in.	8/4/2020 7:51 PM
276	De-escalation should be the primary concern of any encounter second only to the safety of the public and the police.	8/4/2020 7:29 PM
277	I keep hearing the sexy term de-escalation. I have yet to hear what these de-escalation techniques are and which ones the police are and are not using. I believe the police have a use of force continuum which they must follow already in place. This should be a standardized thing if it's not already.	8/4/2020 7:19 PM
278	So long as the policy is crafted to existing law and court decisions and doesn't make unreasonable new restrictions toward an officers ability to control a situation and defend their and the public's lives.	8/4/2020 7:09 PM
279	Training is great but policies might be too restrictive n sensitive case by case situations	8/4/2020 6:35 PM
280	Again. Nothing to hide. How about properly staffing And funding the state police hostage negotiation. Team FOR ONCE instead of throwing money after money at the tactical team. Idiocy.	8/4/2020 6:29 PM
281	Again, what works in some counties would not work in others	8/4/2020 5:29 PM
282	No because this hasn't worked in the past.	8/4/2020 4:58 PM
283	This would be difficult to near impossible to put into practice with the current number of police scattered around the state at this time. A show of force requires a number of officers present at one time with the ability to respond in a very short period of time. Current police staffing in the state doesn't allow this to occurs in a rapid fashion.	8/4/2020 4:57 PM
284	yes, but at this point you're mandating state review and oversight of all police depts. civilian oversight should be in place throughout the state and handled locally at first resort with state level appeals possible	8/4/2020 4:38 PM
285	Again, written by professionals with expertise on the topic, not self proclaimed opinions generated by emotion, instead of reality.	8/4/2020 4:27 PM
286	See first answer. Training does not address above concerns.	8/4/2020 4:16 PM

SURVEY ON POLICE REFORM IN VERMONT

287	Each agency has a policy.	8/4/2020 4:06 PM
288	Policies are only as good as the humans using them. The policy doesn't mean anything if we have a system that supports, allows, and legalizes violence and harm. Having one policy for everyone could make it easier to track what's going on.	8/4/2020 3:38 PM
289	It's been proven time and time again that reform and trainings do not work to dismantle the dangerous perception of untouchability that is so inevitable within the police force	8/4/2020 3:26 PM
290	Not sure what this policy would entail	8/4/2020 3:02 PM
291	What works in Guildhall will not necessarily work in Winooski. Again, No. The Legislature should stay out of this arena. This is no place for partisan politics from any party!	8/4/2020 2:47 PM
292	It is ok to have standards and policies on de-escalation but they need to be written by the men and women who work the job not some politician that is clueless.	8/4/2020 2:46 PM
293	Having a policy in place educates all personnel on the expectations of appropriate action. It should not dictate action in all circumstances.	8/4/2020 2:41 PM
294	Yes, there are many better ways to de-escalate subjects than using force	8/4/2020 2:32 PM
295	Of course you want to de-escalate as much as possible.	8/4/2020 2:10 PM
296	Officers de escalate 99 percent of situations daily. All of the ones that don't end up on the news. Some people just can't be deescalated.	8/4/2020 2:07 PM
297	All police departments are trained at the same academy and are trained in the same use of force practices	8/4/2020 2:07 PM
298	Other than mandating de-escalation training I think the current laws combined with department policies are good enough. A one size fits all approach just seems dangerous and like you are tying the hands of law enforcement to too much of a degree	8/4/2020 1:35 PM
299	It's not needed. Any officer that has been doing he job for more than a year knows how to de-escalate.	8/4/2020 1:34 PM
300	This is just common sense.	8/4/2020 1:33 PM
301	This state-wide policy should only address minimum standards, giving each law enforcement agency the ability to implement their own policy that exceeds the minimum standards.	8/4/2020 1:27 PM
302	Not uniform I feel officers should use discretion plus have guide lines. A situation can go south quickly for any party involved. My opinion is training training training	8/4/2020 1:16 PM
303	As an interim measure as we phase out police entirely and replace with another system.	8/4/2020 1:16 PM
304	Again, descalation wouldn't be necessary if we sent mental health providers instead of police	8/4/2020 12:41 PM
305	With the caveat that individual departments may ADD additional language if that agency has higher standards.	8/4/2020 12:11 PM
306	The caveat is as stated in my previous answer. The standard needs to be realistic and account for the fact police are often required to make split second decisions in rapidly evolving tense situations. One example of a very poor standard in New York City's recent ban on applying any pressure to the diaphragm. This will have the opposite of the intended affect in that police will have to resort to a higher level of force such as strikes rather than simply attempting to control a subject through pressure on the diaphragm. The policy should also account for the fact that de-escalation is not always practical such as in active shooter situations. De-escalation also needs to account for verbal de-escalation and physical de-escalation. One example of this is that sometimes using a low level of force at the beginning of an encounter will control the situation and no allow it to escalate to the point where a higher level of force will be required.	8/4/2020 11:57 AM
307	De escalation should be woven into every aspect of law enforcement. It should be a core value instilled at the first day of the academy. State wide policies should be for equipment like tasers, body cameras etc.	8/4/2020 11:39 AM
308	A model policy that allows departments some flexibility.	8/4/2020 11:09 AM
309	Every situation is different and should be judged based on the totality of circumstances and not a state-wide limiting standard.	8/4/2020 10:56 AM

SURVEY ON POLICE REFORM IN VERMONT

310	Vermont is one of the only states in the country that all officers are trained the same	8/4/2020 10:33 AM
311	Blanket policy limits creativity, which is what you are trying to promote. Additionally it does not make sense to have one way forward when these situations are rapidly developing and changing.	8/4/2020 10:32 AM
312	All departments are not equal. They are not equally manned, resourced, funded, or equipped. A statewide policy would grossly favor a larger department whom may have resources a single Officer may not have access to in order to effectively implement a uniform use of force and de-escalation policy. That would place smaller departments in greater liability, or force situations where officers could not adequately respond to ensure the safety of Vermonters.	8/4/2020 10:20 AM
313	too broad. every situation is different	8/4/2020 9:42 AM
314	The Vermont State Police Use of Force Policy is fair and acceptable as written. This should be considered for a statewide adoption. If the question was should we use the VSP model, I would then say yes.	8/4/2020 9:27 AM
315	not sure what this means exactly	8/4/2020 9:13 AM
316	Officers are all training by the VT Police Academy by certified and trained instructors. Again there is state and federal case law that supplements how and when to use force	8/4/2020 9:12 AM
317	Already exists.	8/4/2020 9:11 AM
318	De escalation terms have to be general. No two situations and no two people are the same. Nothing is life is predictable or controllable. Policies CAN NOT change this	8/4/2020 8:57 AM
319	Many police departments and sheriff's departments adopt similar standards and language anyway, but having a uniform policy statewide could be beneficial.	8/4/2020 8:34 AM
320	Unfortunately until the state is willing to hire additional social workers/mental health professionals you can't expect a small town to have same resources as a place like Burlington readily available. State Police may respond to Island Pond for a domestic and need to take different action plans than if they were in Rutland.	8/4/2020 8:18 AM
321	Don't all police officers get the same training at the police academy now?	8/3/2020 11:20 PM
322	A use of force policy, yes. What is a de-escalation policy ? Currently, most VT Officer's are trained to use verbal skills and warnings when applicable.	8/3/2020 11:06 PM
323	Yes, if the resources provided to state LE are made available to other LE agencies that do not have huge budgets. Look at the training budgets and quality of training that state agencies receive vs municipalities and sheriffs departments. Most agencies can only get the bare minimum required by the VCJTC to stay certified. If the State and public want better trained and equipped LE, you need to pony up the money! Lip service doesn't feed the bulldog. Region wide or county wide quarterly or semi annual updates and refresher courses- Dispatchers included. On question #5 I fail to see greater accountability and punishment for false accusations against police or perjury in court from defendants and witnesses- this isn't a one sided deal.	8/3/2020 9:54 PM
324	I would support any learning that takes place to de escalate. I believe the use of force has been taken to another extreme and we need to evaluate the terminology we use. I feel like "use of force " is leaving the door open for something to go wrong.	8/3/2020 9:34 PM
325	Same policy state-wide helps with simplification	8/3/2020 9:23 PM
326	Again government overreach. Its best to leave this at local levels	8/3/2020 9:06 PM
327	Only if such a policy is a recommendation. Once the legislation of such a policy is done it is not going to fit every situation that law enforcement personnel have to face in their day to day work. It would be the equivalent of trying to fit a round peg into a square hole and with anything going wrong, the excuse being used "they did not follow the policy."	8/3/2020 7:46 PM
328	Vermont does not have a policing problem.	8/3/2020 7:01 PM
329	Only if it's reasonable. I think most police departments already have these in place.	8/3/2020 6:46 PM
330	I think this is something the police already do, but there should be experts on police using force who make those decisions.	8/3/2020 5:37 PM

SURVEY ON POLICE REFORM IN VERMONT

331	Cops escalate a situation by existing. De-escalation teams should be developed (with funding, oversight, etc) in communities.	8/3/2020 5:10 PM
332	Different communities have different resources. A state trooper alone in the northeast kingdom might not have the same options as a Burlington cop.	8/3/2020 5:01 PM
333	town police have too much leeway and too much variability. Some variability is due to pay-- poor towns may have hard time paying police enough (springfield?)	8/3/2020 4:52 PM
334	Again - A great place to start is with the Campaign Zero https://8cantwait.org/ policies. A starting place.	8/3/2020 4:33 PM
335	The policy must be based upon current case law, best practice, and crafted by individuals who understand the dynamics of rapidly evolving situations that require split second decision making.	8/3/2020 2:22 PM
336	http://useofforceproject.org/#project for ideas	8/3/2020 11:51 AM
337	Look at models in other countries. I've seen cops in the UK subdue an angry man with a machete without harming him. If possible, there should be unarmed police units that respond to all nonviolent calls so they minimize the risk of escalation to begin with	8/3/2020 11:22 AM
338	As long as there is input from a broad range of law enforcement prior to enactment that is heard, understood and incorporated. Leaving LE (not only VSP) out of this critical conversation could be devastating to police and policing in Vermont.	8/3/2020 10:56 AM
339	De-escalation is already being used by many police agencies and officers already. It would be beneficial to have everyone on the same page.	8/3/2020 10:07 AM
340	A state wide system written by the legislature would not be nimble enough to respond to changing dynamics such as technology and court decisions.	8/3/2020 9:54 AM
341	The state is too diverse for this. It would have to be so general it would be ineffective. A better option would be to require agencies to have these policies in place and have DPS or State Police provide a guideline for the smaller agencies.	8/3/2020 9:41 AM
342	I support a uniform state-wide policy and expectation for de-escalation. That should be the norm.	8/3/2020 9:21 AM
343	De-escalation is almost always a possibility.	8/3/2020 9:15 AM
344	This should be the norm. This should be how they approach every single situation. This would actually lessen the need for lethal weapons.	8/3/2020 8:53 AM
345	See comment above.	8/3/2020 8:26 AM
346	Continuing education is never bad for any professional.	8/3/2020 5:52 AM
347	I don't think all regions should be treated the same, although they should all be held to the same standards, that might look different in differing counties.	8/2/2020 10:33 PM
348	The value of life is not up for discussion	8/2/2020 10:17 PM
349	As well police should be accompanied by mental health providers in situations where probability of mental health issues are suspected .	8/2/2020 7:55 PM
350	I suppose it would depend on the policy and training, and what other reforms it is coupled with.	8/2/2020 7:02 PM
351	De-escalation should be the de-facto solution if we are to even have a police presence at all. Officers should be graded by how many encounters they were able to de-escalate or avoid, how many arrests or fines they didn't have to give, and how much community engagement and positive feedback they receive from their fellow citizens, NOT how many arrests/citations they make within a given period. As long as cops are used as money-makers for the carceral system (for-profit prisons and jails), it seems unfeasible that any true de-escalation policy would actually work as intended by citizens.	8/2/2020 2:50 PM
352	This will only create officer safety issues. Departments need to be able to design policy based on the issues they have.	8/2/2020 11:23 AM
353	Again, police already have these. Vermont should consider licensing police officers. It would be much easier to get rid of someone who fell short of standards.	8/2/2020 10:13 AM

SURVEY ON POLICE REFORM IN VERMONT

354	Don't make it to restrictive or cumbersome. Use of forces are a dynamic and fluid situations. Make it the policy useful and easy to understand.	8/2/2020 7:23 AM
355	proper vetting needs to be done. how does a person who has been barred from certification in nh become certified in vermont? do these people not even look at the history? or do they say "since you like to beat women and use drugs welcome aboard? mario checchi was fired from his position as a part time officer in walpole.nh and essentially banned by the nh. pstc in nh for domestic assault and drug use prior to being hired in bellows falls, vt. that is the same mario checchi who t.j. donovan refused to investigate. Officer Mario A. Checchi, Walpole Police Department (DOH 11118/10 Part-time certified) requests extension through the end of the 157th Full-Time Police Officer Academy. This is a third request; the Council denied Officer Checchi's second request in April 2011 because this officer was under indefinite suspension at that time. An extension is required due to staffing issues and because the ending date of the 157th Academy exceeds six months from his date of hire. Staff recommends granting an extension through the date of the entrance fitness test and, if successful, through the end of the 156th Academy with the stipulation that Officer Checchi must remain actively enrolled in the 156th Academy. Motion to approve staff recommendation by Commissioner Wrenn, seconded by Chief Colarusso. Vote unanimous 11-0. Exeter	8/2/2020 7:11 AM
356	Officers in cities with other people to keep safe need even more techniques for De-escalation	8/2/2020 6:34 AM
357	As long as it adheres to a sound use of force technique that could be taught and adhered to while still allowing officers to use tools and effective techniques to end a use of force quickly, and safely.	8/1/2020 10:56 PM
358	Yes, with lots of police input since they know the kinds of situations they are facing.	8/1/2020 8:58 PM
359	De-escalation should be codified as the only available option unless or until a citizen is endangered.	8/1/2020 8:31 PM
360	Use of force should not be dependent on attempts to deescalate. Situations are too quickly evolving and dangerous and officers need to act quickly.	8/1/2020 6:08 PM
361	Policy and training only provides more resources to a system that is not protecting people.	8/1/2020 6:07 PM
362	People With Learning And Mobility. Disabilities. May. Be Under. Stress Situations. And maybe be. mistaken By hostile actions	8/1/2020 5:37 PM
363	Each city/town/county is different and require individual plans depending on the situation.	8/1/2020 5:25 PM
364	The situations faced by officers in places like Shaftsbury are simply not the same as those faced by officers in Burlington. Each municipality should have the ability to make these decisions as they see fit, in accordance with what their voters want.	8/1/2020 5:18 PM
365	This should be done at a local level. Departmental and municipal needs vary greatly in VT and a statewide policy would be one-size fits none. I could get behind a minimum standard, but a statewide policy would be highly ineffective, especially when deciding how to enforce violations of the policy, rather than just allowing this to happen at the local level.	8/1/2020 4:37 PM
366	Already occurs	8/1/2020 4:30 PM
367	Probably. This survey has a little too much Yes/No and too little Not Sure/Need to Know more. I am generally in favor of uniform guidance (limiting the set of ok actions) but not prescriptive ones and in a cyclical process of "change/evaluation/change".	8/1/2020 4:09 PM
368	Enormous differences in the nature of policing exist in Vermont. Rural and urban law enforcement require very different policies, procedures, and tactics. Most varying is the law enforcement manpower available at any given time.	8/1/2020 2:22 PM
369	Any way to de-escalate is a good idea. However it is not always possible. Cops must make split second decisions. Their most important job is to go home after each shift.	8/1/2020 12:37 PM
370	There is too much variety in policing in Vermont and the people and places that are being policed to make an effective policy like this.	8/1/2020 12:05 PM
371	I have to also say it depends on who writes it. Only people who have direct knowledge of Law Enforcement tactics, training and the reality of the job should have input. Council members are writing laws in other states that are Ludacris! The willy nilly people writing these laws are endangering their residents and forcing good officers to flee as they can not do the job they have been hired and trained for. There will be NO law enforcement the way it is going. An	8/1/2020 11:12 AM

SURVEY ON POLICE REFORM IN VERMONT

Officer can not take the extra time to run through and make sure they have 'checked' all the options before taking action. Immediate danger is just that Immediate!

372	As long as over sight of the use of same is done by a panel of active duty police officers.	8/1/2020 8:00 AM
373	Only if representatives from all those affected by and expected to it agree on the policy and had fair and equal involvement in its creation.	8/1/2020 7:19 AM
374	Once again this policy would be made by politicians, no common sense would be used!	8/1/2020 7:11 AM
375	There is no need to change use of force when it is clearly established.	8/1/2020 6:01 AM
376	Policy no, education yes. See above.	8/1/2020 3:28 AM
377	Once again this already exists through the leagues of cities and towns. Furthermore, you as legislators know nothing about use of force.	8/1/2020 1:13 AM
378	Again every situation is different and no two calls are alike. Safety again is key for our officers. Not everyone they deal with wants help but "needs help".	8/1/2020 12:03 AM
379	Need more information	7/31/2020 9:57 PM
380	Each individual community has a better understanding about their community needs. Burlington is much different than Newport.	7/31/2020 8:36 PM
381	These trainings have been shown not to work and would cause more funding to funneled into police departments.	7/31/2020 7:59 PM
382	This policy should be co-developed by the Vermont Criminal Justice Training Council, the Racial Equity Coordinator (who should be a part of the council), and external stakeholders not otherwise affiliated with state government. Get politics out of this and get grassroots in.	7/31/2020 7:52 PM
383	Each situation is unique it's not a one size fits all	7/31/2020 7:48 PM
384	I think if there were more use of force, criminals would think twice about breaking the law. No other country treats criminals like we do. We are weak as a society.	7/31/2020 7:28 PM
385	There are times when unfortunately force must be used	7/31/2020 7:16 PM
386	I feel like a guideline is a good thing, but there's a tough line to cross if we're going to say "the following things must always be done" that's not a great idea.	7/31/2020 6:39 PM
387	Departments have different needs. You are creating a new state police with something like this.	7/31/2020 6:30 PM
388	I believe Police officers need more & longer training. I believe police officers should be trained & educated in non-violence as a technique, I believe poly a academy applicants should be psychologically tested To weed out those with asocial, anti-social and psychotic and cruel tendencies & attributes.	7/31/2020 6:15 PM
389	I don't see a horrible problem with this as long as it's realistic	7/31/2020 6:01 PM
390	It is unclear to me how both the needs of rural policing and urban policing (which have significant differences) could be addressed in one singular policy	7/31/2020 5:20 PM
391	There are so many different communities in vermont. What is acceptable in the NEK is not acceptable in Burlington, and vice versa. Plus, the legislature tends to turn most things to shit when they touch it.	7/31/2020 5:14 PM
392	See above re: Graham v. Connor. Confining officer response to force by requiring a set use of force spectrum and/or de-escalation policy has been proven to put officers, subjects, and the public at greater risk of harm than adopting a fluid use of force spectrum and policy.	7/31/2020 5:12 PM
393	See previous comment	7/31/2020 5:11 PM
394	If the officer feels their life is in danger, they should use what force is necessary to get the office home safe. Not every call is so back and white, everyone is different, every case is different and every officer is different.	7/31/2020 5:02 PM
395	Police already are trained in this	7/31/2020 4:48 PM
396	No two situations are the same. Until the legislators do the job, they don't have any right to	7/31/2020 4:35 PM

SURVEY ON POLICE REFORM IN VERMONT

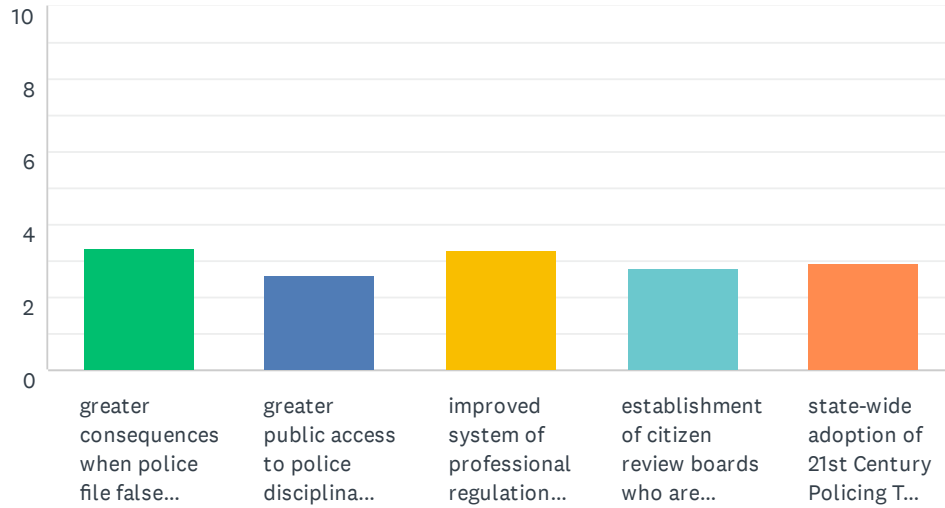
	change the system.	
397	This is essential, in my mind.	7/31/2020 4:13 PM
398	Only if officer safety is taken into account also and currently there is a state wide use of force and de-escalation policy to my understanding. S219	7/31/2020 4:07 PM
399	De-escalation should always be the approach to a situation.	7/31/2020 3:31 PM
400	I think there should be a state wide policy with regionally specific parts for each area. Law enforcement should know the communities they are interacting with and I am concerned that a blanket law would provide the potential for inapplicable policy.	7/31/2020 3:11 PM
401	The state has a uniform model policy. It is more a matter of how well certain departments adhere to any policy.	7/31/2020 2:49 PM
402	Any and everything that can be done to keep all persons safe should be done but there are times that is just not possible and as a result, talking can only go so far before more force is needed to keep people involved safe and those in the public safe.	7/31/2020 12:50 PM
403	Policies are best left to the individual departments to identify. I would support departments getting their own policies approved.	7/31/2020 12:39 PM
404	I think this should be in policy and updated every year.	7/31/2020 12:20 PM
405	De-escalation should be the number one goal in any potentially violent encounter. Drawing a gun and shouting commands is inherent escalation.	7/31/2020 11:52 AM
406	See Burlington's recently adopted Use of Force directive (DD05) for a policy that comports with and exceeds the "Campaign Zero: 8 Can't Wait" standards. It was derived after a months-long community process that involved direct input from stakeholders, elected representatives, and police. The state could adopt it tomorrow and immediately have an effective, achievable, lawful, progressive policy.	7/31/2020 11:41 AM
407	De-escalation should always highly consider the safety of those doing the de-escalation. My understanding is that Burlington has made huge strides in making sure that de-escalators are relatively safe and properly trained. I was also impressed with the amount of time spent trying to de-escalate the perpetrator in Montpelier that robbed (or attempted?) the bank and headed over to MHS.	7/31/2020 11:33 AM
408	See previous answer regarding lethal force. Any significant use of force has the potential to escalate to lethal effects.	7/31/2020 11:30 AM
409	I'd be ok with getting all agencies on the same page. It's important to remember that de-escalation only goes so far.	7/31/2020 11:21 AM
410	All situations are different, and people are not always responsive to the same commands or actions. I do agree that there should be standardized training, but not policy	7/31/2020 11:21 AM
411	as with the previous question, de-escalation should be a priority in an police interaction but its generally not a problem in VT but again, standards are good to have in such matters.	7/31/2020 10:55 AM
412	Emphasis should be on de-escalation	7/31/2020 10:29 AM
413	Every situation is differant. However training is essential.	7/31/2020 6:58 AM
414	who is going to oversee this? This can't be politics. We need partner with local companies and agency to support our officers. Have all policies look at by local agencies. Diversity, Equity and Inclusion LLC is a new company that is doing this work. I just heard of them today.	7/30/2020 10:39 PM
415	Every human being should be trained in de-escalation. I also think that people should sit down and watch actual officer training videos to see how quickly a situation can change before they consider instituting policies on a career they know little about. I am not a police officer but I have had the privilege of seeing these videos and I would never want to be the officer having to make the decision of use of force or lethal force.	7/30/2020 8:43 PM
416	violence-trained enforcement officers should not be the immediate first resort. workers trained in de-escalation and mental health outreach should be the first response in many crisis situations	7/30/2020 8:31 PM
417	This is useless	7/30/2020 7:57 PM

SURVEY ON POLICE REFORM IN VERMONT

418	Yes- AND police departments need trainings about vicarious trauma and resources for them as well to understand why use of force is so prevalent for them.	7/30/2020 4:39 PM
419	What do you mean force? De- escalation for sure but assumption of use of force shouldn't exist. If police rely on force they wont practice de-escalation.	7/30/2020 4:16 PM
420	A model policy based in de-escalation and proportional responses would be very effective. The Department of Public Safety should also host a use of force reporting database for all Vermont law enforcement. This will assure data consistency and collection while allowing for data aggregation and analysis on a variety of levels.	7/30/2020 2:29 PM
421	I think it will be challenging to define, but worth the effort.	7/30/2020 12:26 PM
422	Yes, As long as law enforcement members, community members and other stakeholders are collectively part of the process in developing.	7/30/2020 12:18 PM
423	De-escalation is not a new term. It is already happening, do a ride along with our officers and see it happen every night in Vermont.	7/30/2020 10:31 AM
424	Again. The legislature makes laws not policies.	7/30/2020 10:23 AM
425	This seems like a good idea as long as it is not identity-politics or race-based in wording.	7/30/2020 10:01 AM
426	Deescalation should be the priority of police.	7/30/2020 8:51 AM
427	I assume there already is a policy	7/30/2020 8:24 AM
428	Think that any policy if it is not cooperatively worked and created WITH law enforcement at the table with as much input (if not more), the policy will make the law enforcement ineffective and endanger the lives of police officers.	7/30/2020 8:10 AM
429	I think state wide policies in place to help make everyone safer and held account able across the same standards is a good idea.	7/30/2020 7:41 AM
430	We are dealing with people and interactions. Hard to imagine creating a policy that encompasses those myriad of situations.	7/30/2020 5:33 AM
431	There is much to consider here- I have a lot to think about with this...	7/29/2020 10:26 PM
432	see previous comment	7/29/2020 9:31 PM
433	the police escalate. someone doesn't bow to them and tell them they're awesome, they push and push and create a situation. they need to chill. stop being dicks and talk to people reasonably.	7/29/2020 8:40 PM
434	De escalation policy is already in place.	7/29/2020 8:16 PM
435	There is no way to know what will happen in any given situation when people who are on drugs or mentally unstable are involved.	7/29/2020 5:58 PM
436	As long as there is some additional oversight for these procedures.	7/29/2020 5:44 PM
437	Who will write this policy?	7/29/2020 5:39 PM
438	Again one size doesn't fit all in these issues	7/29/2020 4:06 PM
439	Yes de-escalation and other strategies should be used before force.	7/29/2020 1:33 PM

Q5 Where should Vermont focus its efforts on accountability of police and civilian oversight of police? (please rank 1 being the most important to 5 as least important)

Answered: 1,447 Skipped: 0



	1	2	3	4	5	TOTAL	SCORE
greater consequences when police file false reports	23.84% 345	23.84% 345	27.09% 392	13.48% 195	11.75% 170	1,447	3.35
greater public access to police disciplinary records	9.19% 133	16.59% 240	21.91% 317	28.82% 417	23.50% 340	1,447	2.59
improved system of professional regulation and training for law enforcement	23.50% 340	26.95% 390	17.83% 258	19.28% 279	12.44% 180	1,447	3.30
establishment of citizen review boards who are independently elected by local communities and empowered to investigate complaints and conduct investigations alongside internal investigations	19.83% 287	14.10% 204	18.18% 263	21.63% 313	26.26% 380	1,447	2.80
state-wide adoption of 21st Century Policing Task Force's 6 Pillars: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Officer Training and Education and Officer Safety and Wellness	23.64% 342	18.52% 268	15.00% 217	16.79% 243	26.05% 377	1,447	2.97

Q6 Please share any additional thoughts on what you'd like to see for police reform and the future of policing in Vermont?

Answered: 854 Skipped: 593

SURVEY ON POLICE REFORM IN VERMONT

#	RESPONSES	DATE
1	Policing is very important in Vermont, but it's time to rethink and overhaul the systems currently in place.	8/22/2020 10:49 AM
2	It was really hard to rank the choices in question 5, as I find them all to be important measures. The town of Brattleboro has made great strides using community policing in the level of trust and communication within the community from where it was decades ago. It is unrecognizable with the force as it existed when I moved to the area in the late 80's, when there were regular problems with police excessive use of force, and one well-known example resulting in the death of a cherished community member. I commend those that have made these changes possible, but there are still many incidences in which a response from another agency or trained individual would be preferable. I also am speaking as a white person who possesses the accompanying privileges. I would like to see much less criminalization of poverty, especially in issues involving motor vehicles.	8/22/2020 8:40 AM
3	Please center the voices of the most marginalized (Black womxn) to guide the design of what our community care should look like. I stand in solidarity with VT Racial Justice Alliance's priorities which are: Providing COVID-19 targeted relief for Black, Indigenous, and other People of Color (BIPOC) in Vermont Enabling economic development and empowerment for BIPOC in Vermont, such as adult education and job training, empowerment and support for BIPOC owned businesses, etc. Funding a statewide database to track racial disparities to inform transformative data-driven solutions Passing transformative racial justice bills already in consideration (Staffing Racial Equity Office: Bill H.937 & Reparations: Bill H.478) In tackling Criminal Justice reform, providing effective & transparent Civilian Oversight of Law Enforcement and pass bills already in consideration Embracing the ACLU 10 point plan outlined by the ACLU, and endorsed by Justice for All, among others.	8/21/2020 10:52 PM
4	Please center the voices of the most marginalized (Black womxn) to guide the design of what our community care should look like. I stand in solidarity with VT Racial Justice Alliance's priorities which are: Providing COVID-19 targeted relief for Black, Indigenous, and other People of Color (BIPOC) in Vermont Enabling economic development and empowerment for BIPOC in Vermont, such as adult education and job training, empowerment and support for BIPOC owned businesses, etc. Funding a statewide database to track racial disparities to inform transformative data-driven solutions Passing transformative racial justice bills already in consideration (Staffing Racial Equity Office: Bill H.937 & Reparations: Bill H.478) In tackling Criminal Justice reform, providing effective & transparent Civilian Oversight of Law Enforcement and pass bills already in consideration Embracing the ACLU 10 point plan outlined by the ACLU, and endorsed by Justice for All, among others. https://www.acluvt.org/en/plan-reimagine-policing-vermont	8/21/2020 10:52 PM
5	I would like to see the police academy redesigned from the ground up. It should be grounded in social justice and designed by human development/education specialists. It should be less militaristic and the ritualized abuse of cadets must end. The academy curriculum should be fully available to the public online with lecture notes, reading materials, excercise programming and everything else recruits go through fully transparent. I strongly believe that the issues in policing start with how we train police to be police in the first place.	8/21/2020 9:43 PM
6	Greater public awareness of what the police are up against in their daily duties. If a problem exists, the focus should not be on police reform, but on the reform of public perception of police. Our police in Vermont are, for the greater part, not in need of an overhaul or even a reform. As the old saying goes, "If it ain't broke, don't fix it." Unfortunately, we have become a society of fixing things that aren't broken - especially where law enforcement is concerned.	8/21/2020 9:33 PM
7	Defund, reduce the scope of police duties, and redirect resources to other community organizations and sources of aid and community protection and care.	8/21/2020 9:22 PM
8	The Academy needs to be more accessible to non-traditional candidates, including revising things like Rule 16 which precludes folks who have ever "distributed" controlled substances (but "distributed" includes incredibly low-level incidents such as giving a friend in high school one Rx pill or selling a single joint one time in college) from becoming officers regardless of time between the event and application.	8/21/2020 8:24 PM
9	abolish the police, there is no reforming an inherently violent institution	8/21/2020 8:16 PM
10	Abolition of all police departments	8/21/2020 8:15 PM
11	No guns. Limit police union powers.	8/21/2020 8:04 PM

SURVEY ON POLICE REFORM IN VERMONT

12	reallocate funds to social support and community development, reduce the ranks, de-militarize, citizen oversight, greatly increased transparency, psychological screening, ongoing training on structural and other forms of racism that includes BIPOC facilitators, real consequences for officers who abuse their power	8/21/2020 7:53 PM
13	n/a	8/21/2020 6:57 PM
14	Reform must be funded properly. Defunding the police will have all kinds of negative consequences on the Public Safety.	8/21/2020 4:16 PM
15	Defund the police, reallocate funds to prevention, community resources, and community building.	8/21/2020 4:12 PM
16	end qualified immunity / require police officers to carry insurance.	8/21/2020 2:21 PM
17	Abolish the Police as an ongoing effort to abolish slavery and its lasting problems.	8/21/2020 2:10 PM
18	I would like to see policing diminished altogether. We should be putting money into systems and structures that meet people's needs in order to PREVENT crime, not into addressing crime after the fact.	8/21/2020 1:54 PM
19	Every trial goes to jury. Eliminate plea deals as well as the ability of prosecutors to pick and choose what crimes to prosecute.	8/21/2020 1:38 PM
20	Education is critical, and should somehow address the once and still too often posture of police as intimidating and macho. They must have an ethic of care, and understand that kindness and listening can be more powerful than force.	8/21/2020 1:00 PM
21	More education and training on mental health	8/21/2020 10:22 AM
22	Racial bias prompts built into the computer system to remind police to check their bias at the time of incidents.	8/21/2020 9:32 AM
23	VT needs to defund its law enforcement agencies.	8/21/2020 9:15 AM
24	All of the above are important and the prioritizing of them is artificial.	8/21/2020 9:14 AM
25	Use ACLU's 10 point plan. Work with Vermont Racial Justice Alliance and community members of color for understanding sustainable solutions to this persistent problem. As a white community member, I am completely disturbed by the lack of accountability for the human rights violations perpetrated by police in our state (and across the nation). People who don't see that this is a problem have likely never been involved in the system of policing or are white.... We ALL will benefit from a reformed system and our white colleague said home see it otherwise are just afraid of what's new and unknown (as the larger system teaches us white peoples to believe). What a grand opportunity to see this transformation through, realizing thriving communities in our beloved state.	8/21/2020 8:55 AM
26	Stop over policing. We don't need guns if we get pulled over on a traffic stop	8/21/2020 7:46 AM
27	Less police and more mental health and community supports.	8/21/2020 6:43 AM
28	I would like policing to end as we know it. Structure a community that doesn't need that type of violent and oppressive authority.	8/21/2020 3:12 AM
29	Generally, the state should follow data-driven best practices with the goal of harm reduction in particular for minorities and vulnerable populations. Technical assistance for communities that do establish CRBs. Possibly a TA center at UVM that could help with data analysis fof fair and impartial policing data to track progress on reducing racial disparities in traffic stops, etc. (yes, I'm from Vergennes.)	8/20/2020 10:08 PM
30	Please move to a system where there are no police in schools. SROs do not benefit students. They benefit the PR of police departments while also using educational funds to fund police officers.	8/20/2020 9:46 PM
31	This entire initiative is a solution in search of a problem. Blaming VT law enforcement for what happened to George Floyd is a knee jerk reaction. Many of these "reforms" are designed to make it even more dangerous to work in law enforcement.	8/20/2020 9:08 PM
32	abolish the police	8/20/2020 8:18 PM

SURVEY ON POLICE REFORM IN VERMONT

33	New forms of policing needs to be done, question business as usual	8/20/2020 7:54 PM
34	The police force should shrink, and that money should be diverted to other services.	8/20/2020 7:41 PM
35	Citizen review in every town	8/20/2020 6:30 PM
36	Require Ethical codes of conduct similar required Doctors, Social workers, Mental Health Clinicians and other professions serving the public.	8/20/2020 5:57 PM
37	Vermont is not exempt. I wish to see immediate action as soon as possible i order to create a more hospitable environment for people of color.	8/20/2020 4:57 PM
38	decreased police budgets and redistribution of police budget funds to city/town programs and	8/20/2020 3:36 PM
39	There need to be state-mandated requirements for how complaints against the police are handled. Vergennes, where I live, has the complaints reviewed by the Chief of Police. Absurd.	8/20/2020 3:10 PM
40	Police walking a beat. Police always patrolling in pairs even in cars. More effort for police to know and become friendly with the residents of the community they patrol.	8/20/2020 2:30 PM
41	I am fortunate to live in the village of Bristol where we have an extraordinarily talented police force.	8/20/2020 1:50 PM
42	I would like to see Vermont demilitarize all law enforcement by taking away all arms and other weapons and vehicles. I would like to cut state/county/local budgets by half each year until their departments dry up. This money needs to be relocated into care systems prioritizing social and human services, housing, mental health care, education, and job creation within sustainable markets (ie. clean energy initiatives/ efficient food systems).	8/20/2020 1:37 PM
43	Social workers and preventative measures need to be a part of the solution, but the funds for those need to be specifically allocated, not lumped in with general police funding. Citizen oversight committees need to be started for every department, and need to be given clear powers and a chain of command / responsibility, in order to avoid situations like we currently have in Vergennes. People should know who is capable of enforcing police oversight.	8/20/2020 12:49 PM
44	Right now in Addison County there are many layers of police- local, state and sheet of departments- monitoring behavior. Why is this necessary? Housing, social services and health care should be funded instead of so many agencies policing our behavior.	8/20/2020 12:40 PM
45	In addition to defunding and disarming police, we need to invest in more anti poverty measures. Poverty is the root of a lot of crime.	8/20/2020 12:18 PM
46	Overall, I think police in Vermont do a good job with somewhat limited resources. However, I think we ask them to do TOO much - and we're asking them to do things they aren't trained for. It's a flawed system, especially since we have far too few resources for mental health, addiction, and homelessness.	8/20/2020 12:00 PM
47	Keep funding at current levels. Take social and mental health work out of policing. Get more cops out of the cruiser and into neighborhoods.	8/20/2020 11:41 AM
48	Training, cameras and civilian review are vital.	8/20/2020 11:37 AM
49	We need to eliminate warrior culture in police forces. Police are not soldiers and citizens are not enemy combatants. Violence deployed by the police against the citizens they are charged to protect must be a last resort.	8/20/2020 11:32 AM
50	De-escalation and Mental health training for interventions	8/20/2020 11:27 AM
51	Police have an extremely tough and risky job to do. We need to know that they can respond in ways that protect public safety. Police should not be expected to deal with as many different types of issues that fall upon them by default. Community involvement in community well-being needs to be explored and expanded to the extent possible. This will take time. We ought to have a set of metrics that will help communities assess the effectiveness of the policing and community involvement.	8/20/2020 11:09 AM
52	we can't wait for an incident of police brutality to happen in our state to do something that could prevent it. it is clear that it can happen anywhere, no matter how good intentioned the community or the police are about the issues of bias, racism and brutality.	8/20/2020 11:03 AM
53	Standardization is key.	8/20/2020 10:49 AM

SURVEY ON POLICE REFORM IN VERMONT

54	Training in de-escalating and in systemic racism is critical	8/20/2020 10:48 AM
55	I think I've covered it.	8/20/2020 10:45 AM
56	The role of police has greatly expanded beyond its original intent. Police (much like public schools) have been saddled with not only being police, but drug councilors, psychologists, lock smiths, mediators, housing advocates, etc. we need to properly distribute appropriate funding to those people and agencies best qualified to handle these various situations. Police budgets might be decreased, but so will the volume and nature of the work they are expected to do.	8/20/2020 10:23 AM
57	Just as we are all encouraged to believe all women's reports of sexual assault because of the MeToo movement, we MUST believe BIPOC when they report fear, harassment, being followed and targeted, more frequent stops and arrests by police, and implicit racial bias in PDs.	8/20/2020 10:04 AM
58	I believe this should be a federal requirement so matter what agency or state you belong to every one is on the same page as training and operations there for it will illinimate questions of actions when.working together.	8/20/2020 9:55 AM
59	We need to completely overhaul the system of policing in Vermont and the US. We can't propose bandaid solutions to bullet wound problems. We need to increase funding for mental health services and decrease funding for the police. We need to train our police officers not to be warriors or soldiers, but to be stewards of the community. We need to redesign the uniforms so that they don't all wear vests, guns, and tasers. We need accountable systems where residents can be involved in the conversation. Police officers need to be held accountable for their actions and not be protected under qualified immunity. We need big, systematic shifts, and we need help from our legislators. Individual communities are hurting as they try to have these conversations, and we need statewide policies and changes. We don't want to be the next George Floyd, Sandra Bland, Breonna Taylor, the list goes on.	8/20/2020 9:53 AM
60	We are a poor rural State and generally I don't feel that Vermont Officers are abusing their positions. Removing Police from first contact in volitile unknown situations is a systems nightmare.	8/20/2020 8:25 AM
61	We need to do everything we can that POC are not targeted, pulled over, harassed at a higher rate than their percentage of the population. We should be a more welcoming state.	8/20/2020 8:24 AM
62	I support less funds going to police departments. I believe that currently police are expected to respond to and handle situations that would be better handled by other institutions. I believe social workers, mental health workers, and other trained civilians should be considered our first responders in many situations. Armed police officers could be called in as back up if needed.	8/20/2020 7:01 AM
63	Stop blaming the police. We are giving criminals too much freedom.	8/20/2020 6:36 AM
64	Intensive training in racial justice.	8/20/2020 5:38 AM
65	ABOLITION, reallocation of funds	8/20/2020 12:40 AM
66	I do not agree with defunding police, but reform and sharing of funds for social justice and oversight is needed. We are too comfortable with heavy handed policing tactics which is not needed or effective in today's society. We are living with an outdated policing model that arguably never worked. This has been proven by the many deaths under police oversight. It is time for change.	8/19/2020 11:50 PM
67	Employment requirement psychology classes	8/19/2020 11:41 PM
68	Kiss citizens azzes	8/19/2020 11:40 PM
69	Support to educate people about these issues at the local level and give towns the capacity and help they need to have this conversation. I'm not informed enough to have a legit opinion on the questions you've asked here and I don't think most people are. This needs an informed, balanced, deliberative study group or process at the state level, and support to replicate that at the local level.	8/19/2020 10:21 PM
70	Cut the budget for the state troopers and tax the rich. Put that money into publicly financed child care, supports for parents, mental health, substance abuse, and developmental services, child protection, foster care & adoption, special education, affordable housing, ending homelessness, and a Green New Deal to employ Vermonters at livable, union wages to weatherize our buildings, install solar water heaters and PV panels, restore the land and water, have free public transportation, etc. Crime comes from poverty, trauma, and a society based	8/19/2020 10:21 PM

SURVEY ON POLICE REFORM IN VERMONT

on greed and exploitation. By strengthening the foundation that we all stand on, especially support for families via child care, affordable housing, and fully funded mental health, substance abuse, and developmental services we will make it so tons of adults and kids are less stressed and more supported. Same thing with funding good jobs to do the things we need done for climate justice and economic sustainability. Also raise the minimum wage. We cannot force people to live in unlivable situations and then blame them for acting out that trauma and hopelessness. Also it is NOT OKAY that black and latino Vermonters are hugely targeted by police and ICE. There should be a statewide ban on police cooperating with ICE. And there should be severe penalties to departments who stop black drivers disproportionately. Or who do things like harass people for doing ordinary things while black.

71	Cut way back on policing and way more on treatment, housing, restorative justice and social work.	8/19/2020 8:57 PM
72	Less violence. Less bias. Community policing.	8/19/2020 8:45 PM
73	The only interaction that I've had with the Essex Police - that I did not initiate by reporting- was a snarky remark "You know,those things work better if you sit on them" when my son and I were walking our bikes to his summer camp because he had fallen and scraped up his knee badly. It didn't go over well. It was hurtful when we were in a time of need and I won't forget it.	8/19/2020 8:31 PM
74	Don't change much. The police in VT are doing an awesome job already!	8/19/2020 8:20 PM
75	That people of color, particularly black folks are subject to the same policies and standards as white folks. Eliminate racism and bias.	8/19/2020 8:10 PM
76	Collaboration between police departments and the communities they serve to achieve common goals, including mental health outreach, racial justice, etc.	8/19/2020 8:04 PM
77	I would also like to see attention to recruitment -- how to attract and select for candidates with high levels of self-awareness, emotional regulation, and empathy -- and anonymous 360-degree peer feedback a few times a year, to catch instances where officers are struggling (PTSD, substance abuse) and/or acting aggressive or hostile.	8/19/2020 7:57 PM
78	Thank you	8/19/2020 7:29 PM
79	dont label label black people as drug dealers and gang members based on the color of thier skin!!	8/19/2020 7:19 PM
80	Police should have to graduate from a school with the focus on community based service. This school should be at least a 3 year course of study including actually studying the statutes they are enforcing,de-escalation, diversity studies,mental health awareness,psychology of domestic and sexual violence. They should have to pass with no lower than a c,take an exam like teachers and mental health professionals do. And,very important,undergo a strenuous mental health evaluation. All before receiving a badge and gun. Then they should have on the job training for no less than 2 years.All of which they should pay for like any other student does,with loans and grants. If would weed out the unfit people and those looking for power and glory. Most other professions where people are in a position of authority requires many years of schooling,hours of on the job training and exams. Even being a hairdresser requires more training than being a police officer.	8/19/2020 7:09 PM
81	If it doesn't fundamentally change structures it just doesn't matter. Training hasn't shown results, reform hasn't shown results so civilian oversight boards that have actual teeth have to be implimented along with demilitaization. What does it say to train someone in deescalation and then give them weapons. Also I say all this as a social worker who works in a crisis program and I sure as hell don't get a gun. Nor do I want one.	8/19/2020 7:06 PM
82	Better training	8/19/2020 6:30 PM
83	De-escalation training, trauma informed policing, more diversity in officers including women and LGBTQ people. More Spanish translators and ASL interpreters.	8/19/2020 6:17 PM
84	I don't have suggestions, but the use of lethal - and non-lethal - force concerns me.	8/19/2020 6:11 PM
85	Better psychological testing of potential hires.	8/19/2020 6:07 PM
86	Dissolve relationship with Unions.	8/19/2020 6:07 PM
87	My See items 1-4 above. Also, may be important to educate the public, at all levels, concerning whatever standards we develop for this important transformation. For example,	8/19/2020 5:30 PM

SURVEY ON POLICE REFORM IN VERMONT

educate the public on what is specifically meant by, '21 Century Policing Task Force's 6 Pillars', so that all citizens are invited to 'by in' to this process or what ever one is developed.

88	More ways for the public and police to interact in a friendly way, if possible, so as to avoid an "us and them" attitude.	8/19/2020 3:05 PM
89	We need to hire people who are inherently non-violent, not people who like power and physical violence.	8/19/2020 12:56 PM
90	start with the laws you created/continue to keep on the books that were passed because of racism.	8/19/2020 12:25 PM
91	end the militarization of the police. we need to focus on investing in the community to decrease crime rather than focusing on forceful tactics that will get us nowhere	8/19/2020 12:07 PM
92	Addequate funding for investigations, trained social service with the police on domestic calls, body cameras.	8/19/2020 11:58 AM
93	More mindfulness to serve as opposed to suspicious activity	8/19/2020 11:52 AM
94	More community interaction. Less intimidation. I feel fortunate that our local police, Hinesburg and Bristol do not seem to have the same violent issues that other communities have to deal with and don't seem to have the reputation .of being violent towards criminals. But, learning how to deal with mental illness and those individuals that don't seem to fit the norm will be a good thing.	8/19/2020 11:20 AM
95	We are lucky to live in Vermont but Vermont police need greater accountability. Body cams and better training can help. Mental health training especially.	8/19/2020 10:47 AM
96	Change the motto to "Serve and Protect"	8/19/2020 10:21 AM
97	Remove officers from schools. Stop over policing poverty/race/substance use disorder.	8/19/2020 10:20 AM
98	N/A	8/19/2020 10:16 AM
99	I want Vermont to adopt a progressive public safety system without endangering the lives or livelihood of our police or our citizens. I would love to see more research, in depth social justice training, and accountability, but I do not want to see officers put in a situation where they are held to an unreasonable standard. It would also be helpful for citizens to learn more about police, too, so that we can bridge gaps in understanding on all sides.	8/19/2020 9:11 AM
100	I would like to see the police defunding along with more funding put into supporting the people who need support directly. Policing is not proven to make a community safer and more stable, access to housing, healthcare, and education makes communities safer and more effectively prevents crime.	8/18/2020 9:02 PM
101	the militarization, excessive use of force and racist practices of the police must end. Policing should be redefined to focus on working within communities to help treat problems not symptoms. Resources from traditional law enforcement should be funneled into community support and resources. I support and urge the legislature to support the ACLU 10 point plan and the Racial Justice Alliance's State priorities.	8/18/2020 2:56 PM
102	I don't think Vt. needs reform! I think people need to start respecting the police and let them do their jobs!	8/18/2020 12:19 PM
103	Look hard at the system asking what's working what's not remove systemic racism and gradually replace police with community response teams.	8/18/2020 11:59 AM
104	The most important thing is to fund other services. Crime should be treated more like a public health problem and therefore responders should be people who have years of public health training.	8/18/2020 11:07 AM
105	Torture needs to be a crime in VT. My wife a T1 diabetic was suffering diabetic keto acidosis and knew she would die without medical attention. The officer aware of her condition said she would get help if she cooperated. This is the definition of torture. It should be noted that after cooperating not only did she Not Get Medical treatment, but the officer told her not to go to the hospital.	8/18/2020 10:13 AM
106	Greater accountability and transparency from our Police officers and their departments. Working to break up the oversized influence of the Police Unions, which is a major roadblock	8/18/2020 10:07 AM

SURVEY ON POLICE REFORM IN VERMONT

to meaningful reforms. There needs to be consequences to bad and immoral behavior- including profiling and murders at the hands of police- this can only be done with accountability, transparency and removing the power of the Police Union.

107	I believe the majority of police are great and needed. Where we need to work is reform for those few that have continued to slip through the cracks and get away with it. Move to another dept and continue. Don't throw the baby out with the bath water...upgrade and enhance.	8/18/2020 8:57 AM
108	Let's make sure our great state maintains it's standing as a just and intelligent people. We need to continually address and update our policies on all levels. By continually integrating best practices and updating our training programs, we will ensure this.	8/17/2020 4:50 PM
109	Better training and a good quality force And let's remember when we call the police there is danger and conflicts. Yes there are bad apples like in any jobs	8/17/2020 2:22 PM
110	Many of the funds that go to the police should be redistributed to other areas of emergency response and community support (mental health, schooling, abuse, and domestic violence support).	8/17/2020 1:39 PM
111	na	8/17/2020 12:26 PM
112	We need alternatives to the armed, trained-in-violence police force that we currently have. Our local police force has a hiring requirement that those who apply be "psychologically capable of taking a human life." It doesn't say anything about being able to show restraint, understanding human motivation, fear, and psychological drives. The ability to kill as a primary qualification speaks volumes to what the police are designed to do. As a state and as Town governments, we can work with nonprofits, councilors, those trained in restorative justice and abolitionist frameworks and help support alternative solutions. When people experiencing mental health crises call 911- perhaps a person with a gun seeking a threat isn't the best person to have arrive. There are many situations like this that lead to tragedy because of the system of public safety we choose to invest in. Please consider alternatives and helping to fund and empower those alternatives.	8/17/2020 11:03 AM
113	I am definitely for police REFORM, as opposed to DEFUNDING.	8/17/2020 10:46 AM
114	More funding for social services, less for police	8/17/2020 10:32 AM
115	Less guns	8/17/2020 10:14 AM
116	Consider replacing local pd with statewide police only.	8/17/2020 9:10 AM
117	As I read through this, I couldn't believe how anti police this felt. Its a great disappointment. We need to stop pretending crime isn't a thing and people aren't allowed to do whatever they want. Who will be accountable for those "policing" the police? What happens when those who are "policing" the police make bad moral and ethical decisions and it ends up in a loss of life or bodily harm? Stop making knee jerk decisions that are not researched or informed. Make sure your "decisions" do not come from a place of intentional ignorance because the other opinion doesn't fit your agenda.	8/16/2020 9:51 PM
118	Increased funding for police departments (NOT defunding) for training in mental health and deescalation skills.	8/16/2020 8:48 PM
119	informed by and in consultation with BIPOC Vermonters-- always, non-optional. And Del Pozo and other law enforcement who have lost their jobs due to misconduct should not continue to be consulting law enforcement. Ever.	8/16/2020 4:38 PM
120	Increase investment in our social service agencies, to address root cause of social issues in our communities.	8/16/2020 12:18 PM
121	We need spend to less resourcing on policing and more on programs and services that help people and communities live in safer and healthier circumstance.	8/16/2020 12:17 PM
122	I fully support all of the policy proposals of the 8 Can't Wait (https://8cantwait.org/) campaign. In particular, I think resources should be shifted away from policy and carceral systems to fund community safety and resiliency, including, among others, housing, decent pay and non-punitive mental health support services. Vermont's restorative justice centers and practices should be greatly expanded.	8/16/2020 9:25 AM
123	I think police should not be responding to mental health calls, and mental health professionals	8/16/2020 12:17 AM

SURVEY ON POLICE REFORM IN VERMONT

and/or peers should be doing that instead. I like the social workers in police departments. I think at least in Westminster it does not lead to funneling people into being psychiatric patients. The point of a social worker is to finesse things by coaching people about relationships, negotiating with people, supporting people, etc, rather than using force or the threat of force. I really like what is happening in Westminster, and think that should happen everywhere.

124	Increase police presence. Increase the budget not decrease. Do not rely on social workers to replace police officers, they are not respected like an officer with a gun and training.	8/15/2020 6:23 PM
125	Policing as it exists should be completely re-imagined. I think the best approach would be to take the citizen review board concept and amplify that- a local community-led process of figuring out how to shift resources away from the police agency as a department toward public goods that would enhance the health, safety, efficacy, sense of belonging and citizenship within communities. Compiling a list of things that police officers do that they should not be doing and shifting resources to new entities that would be responsible for those things, like mental health checks and minor traffic infractions. Then refining and reducing the role of police officers so that they are not the first person to respond when they shouldn't be. I really don't see any change happening from continuing the same approach of police education and body cams. The military culture of policing runs too deep. We need an actual, intentional overhaul of the way policing functions in Vermont to actually see improvement in how the police interfaces with Black folks or any marginalized group of people.	8/15/2020 4:18 PM
126	while I tend toward just being a responsible citizen, whether or not I 'break laws' I believe that screening and training of officers could help reduce the 'less-stable' candidates--those most likely to use force for fear of their life. Policing, by its nature, is at times, risky, and officers must accept their mandate to protect their citizens, first, and best know when their own lives are truly in danger.	8/15/2020 2:44 PM
127	Increased training (and funding to train) in implicit bias and ways to reduce impact of bias in daily work. Recruitment of persons of color, and other marginalized populations to the police workforce	8/15/2020 9:55 AM
128	Stop the police idea that it is them against us. Break the police unions. Have all investigations of police misconduct investigated by citizens not other cops	8/15/2020 9:37 AM
129	First, no one should put something as specific as the President's Taskforce on 21st Century Policing into a survey without some clear explanation. Many citizens will not be familiar with this or its content which can skew the survey results. The recommendations of that Taskforce have been shown to have little or no effect. In terms of what future policing should look like, we need to shift funding from police to social services, particularly mental health services. Vermont has a mental health crisis and far too few mental health workers or facilities. The mentally ill are much more at risk from police than other segments of the population. Many of the police killings in the last several years have involved people suffering from mental illness. We need to radically rethink policing. We can start by removing armed police from traffic stops and instituting a simple traffic patrol. We should establish an unarmed investigative wing and a carefully trained armed response unit that is only used in the most extreme circumstances. We also need to change the rhetoric around policing. The continued statements made by the police that police officers are in imminent danger from citizens in Vermont is simply not true. The statistics make it clear that far more citizens have been killed and shot by police in the last 50 years in this State than police have been killed and shot by citizens. We do not need police reform in this State we need to reimagine policing from the ground up.	8/15/2020 8:15 AM
130	Thanks for keeping us safe!	8/15/2020 7:42 AM
131	More funding. You have fewer police covering more and more areas and higher and higher expectations of them	8/15/2020 7:38 AM
132	Ultimately I believe policing in Vermont should be drastically reduced. We spend millions of dollars to fund our police departments and accusations/cases of police violence are not uncommon within the state. Alongside this disinvest of police must be a reinvestment in historically marginalized communities to provide them with educational support, housing and employment opportunities (ie things that actually foster public safety through creating a more stable, lives le environment)	8/15/2020 7:10 AM
133	With Vermont's low crime rate and the nature of the type of crimes committed, we should divest in police and invest in social services, which would largely prevent crime in the first place.	8/15/2020 7:03 AM

SURVEY ON POLICE REFORM IN VERMONT

134	Training for civilians so they know there are rules that police have to follow.	8/14/2020 9:46 PM
135	I would like to see the State of Vermont adopt the ACLU's 10 part plan for police reform.	8/14/2020 9:07 PM
136	To be objective, We need to walk a mile in their shoes before we advise changes	8/14/2020 6:59 PM
137	Improved training in defusing situations, shot to wound only, only one person shoots, hire social workers to team with police	8/14/2020 6:58 PM
138	Move some funding and responsibilities from police to mental health, job training, health care, general social work	8/14/2020 6:41 PM
139	Vermont law enforcement officers should be applauded and thanked!! They put their lives on the line everyday for the community - strangers to most of them and yet they are willing to protect and serve. We should allow them to do their jobs and not assume they are racist and immoral just because someone claims they are. Our society , sadly, is full of dangerous, criminals and I for one am grateful there are men and women who protect me from these individuals!!	8/14/2020 3:20 PM
140	I'd like to see people not going to prison for non-violent offenses. I also don't think we should send our prison inmates out of state.	8/14/2020 2:43 PM
141	Data on police stops of cars and race of occupants should be collected and made public to monitor possible profiling.	8/14/2020 1:15 PM
142	Police should be required to take and pass a college level diversity 101 course to understand systemic racism in the US.	8/14/2020 1:07 PM
143	Defund the police by between 90%-95% (complete abolition would also be acceptable, perhaps slightly more complicated); Remove all school resource officers (SROs); Implement Fair & Impartial Policing Policies (FIPP). Thank you for soliciting input!	8/14/2020 12:49 PM
144	I do not support de-funding the police. I think citizens need to know more about what police officers are expected to do. I also think the job has evolved over the last fifty years, and we are currently expecting police officers to address too many of society's problems. I would like us to make more use of social workers and mental health professionals.	8/14/2020 12:36 PM
145	I'd like to see strict control over when police are allowed to draw guns. Also, I would like to see a review any time police shoot to kill rather than to stop or control. They should not use their guns like machine guns on people who have simply panicked and may even be running away.	8/14/2020 12:23 PM
146	Years ago state police killed a paranoid, mentally ill man in my small town. I was shocked to learn that state police had 1 hour of training in dealing with mental health emergency situations...clearly inadequate. Deescalation procedures should be the first and most important part of training...not lethal weapon training.	8/14/2020 11:49 AM
147	NO MAS POLIMIGRAS. No cooperating with ICE, and get ICE out of Williston!	8/14/2020 9:25 AM
148	Recruitment, retention, and a clear path for promotion for non-white, non-male members of the police force is essential for Vermont. Also, increasing the budget for recruitment, retention, and promotion for Mental Health and Addiction professionals to respond to mental health emergencies rather than sending armed police.	8/14/2020 9:09 AM
149	First, question 5 was a false measure of interest: what is the reason we cannot prioritize all 5 options equally as "greatest importance?" Why do we need to decide that some measures are less important than others? If the state was really treating police reform as a high priority, we would not be asked to rank the elements of this issue; the state would find a way to make all of those approaches possible. Question 6: Unfortunately, there has been a culture of "us versus them" around policing. The result is that police protect each other even when they are in the wrong. I would like to see the police union reduced in power and a cultyral overall within the police culture, to help police feel less separate from citizens. I also believe that citizen oversight panels need real teeth. Lastly, we must separate local DAs from police. It is impossible to expect fair and impartial investigations of police wrongdoing when they work so closely together on other issues.	8/14/2020 8:54 AM
150	Let police reform be yet another way that Vermont can lead the nation.	8/14/2020 8:40 AM
151	Training is fundamental combined with hiring the right person for the right job!	8/14/2020 7:48 AM
152	I would like to see more education in schools about respect for duly sworn in public servants	8/14/2020 7:36 AM

SURVEY ON POLICE REFORM IN VERMONT

	as part of police reform	
153	Full Time Basic training needs more than 16 weeks.	8/14/2020 7:32 AM
154	Citizen review boards will often be populated with police-minded members, rendering them worthless. If we simply provide unimpeachable standards and serious consequences, police will be far better. Qualified immunity must end.	8/14/2020 7:08 AM
155	Question 5 kept changing my answer numbers!	8/14/2020 3:25 AM
156	Less racism and profiling.	8/13/2020 10:38 PM
157	Community policing is one of the best ways to gain trust and can be implemented right away. "Walking the Beat" and Cops on bikes helps demystify the police and creates familiarity for both, residents and police .	8/13/2020 9:41 PM
158	I have sincere hope and a sincere request that the legislature take a very critical look at reform measures, and a very serious look at how those reform measures have consistently failed to prevent violence and abuse. Many, many thought leaders and community organizers around the country have created and prototyped systems that would address the needs of the community without the presence of armed law enforcement. One of those leaders is Miriam Kaba, who wrote this important piece in the New York Times: https://www.nytimes.com/2020/06/12/opinion/sunday/floyd-abolish-defund-police.html . She writes, "Regardless of your view on police power — whether you want to get rid of the police or simply to make them less violent — here's an immediate demand we can all make: Cut the number of police in half and cut their budget in half. Fewer police officers equals fewer opportunities for them to brutalize and kill people." I did not see a single question in this survey about cutting police department budgets, and instead moving that money into programs that take care of people experiencing addiction, homelessness, mental health crises, domestic violence, poverty, food insecurity, sexual abuse and gender-based violence, racial discrimination, and untreated medical needs. I think the future of what we now call policing is going to look like a dramatic shift to community-based care that addresses root causes and creates intergenerational repair. I want Vermont to be there for that.	8/13/2020 8:55 PM
159	No use of military weapons and no shooting of suspects.	8/13/2020 7:37 PM
160	LET OUR LAW ENFORCEMENT OFFICERS DO THEIR JOBS. How ever did it become police and all law enforcement officers are the bad guys??? Theese people put their lives on the line every day to keep us safe The animals who start protests, rioting shooting are trying to be subdued by police and they get in trouble. Hello	8/13/2020 7:16 PM
161	I would like to see significant funding directed away from policing, and into community programs including education, housing, mental health, and employment training. In the meantime, bias training should be upgraded to explicit anti-racism training and should be a significant part of overall training, paired with extensive deescalation training, and given regular updates. Police who are fired for cause, or who resign as a result of use of excessive force or a bias incident, should not be eligible to be hired at any other department, and those records must follow them and should be public.	8/13/2020 6:54 PM
162	Our City formed an oversight board. Nothing more than a 5 person suggestion box. No accountability in policing as we're seeing. Until every VT LEO has a body cam and public has unfettered access, there will be no accountability. Start there. Gonna take years to reduce the ultimate and unchecked power they have.	8/13/2020 6:54 PM
163	police should not have indemity for illegal or over zealous acts	8/13/2020 5:09 PM
164	Dismantling of police and emergence of a new system	8/13/2020 4:26 PM
165	Increase transparency so that police misconduct cannot be concealed. That includes ending confidentiality for officer disciplinary records and other limits on public access to information. Require robust, systemwide data collection and analysis from police, prosecutors, courts, parole board, and Department of Corrections to detect and eradicate systemic racism. Establish community control and authority over law enforcement, including over police priorities, transparency, and discipline, and end collective bargaining agreement provisions that limit oversight and accountability. * Provide COVID-19 targeted relief for Black, Indigenous, and other People of Color (BIPOC) in Vermont * Enable economic development and empowerment for BIPOC in Vermont, such as adult education and job training, empowerment and support for BIPOC owned businesses, etc. * Fund a statewide database to track racial	8/13/2020 2:55 PM

SURVEY ON POLICE REFORM IN VERMONT

disparities to inform transformative data-driven solutions * Update the Statute on Population Quality of Life Outcomes to include "People of Color" (Statute 3 VSA 2311) * Pass transformative racial justice bills already in consideration (Staffing Racial Equity Office: Bill H.937 & Reparations: Bill H.478) * In tackling Criminal Justice reform, provide effective & transparent Civilian Oversight of Law Enforcement and pass bills already in consideration (i.e., Bill H 464: Statewide processes and policy on Law Enforcement and Use of Force and Bill H. 284 Data Collection in the Criminal Justice System)

166	We need to abolish police and prisons see we know them. Invest in mental health support, addiction/recovery services, and education. Vermont is in a unique position to be the first state to abolish police! Let's call it what it is - a system based on oppression that inherently abuses power.	8/13/2020 12:32 PM
167	Remove all military like equipment. Give a police a club and body cameras. Use other professional s who care about people. Only hire a police who is also a citizen from the community in which they serve. No outsiders. Police are supposed to serve and protect not harm, kill, and bully.	8/13/2020 12:24 PM
168	Question 5 is a terrible question. It should not be worded like that so that you have to rank 1-5. VT police are fantastic. Just look at the drug busts done in Brattleboro because they had a no-knock warrant. No after a time of being afraid to go to the Brattleboro Food Co-op to shop, after that big bust I am not able to reasonably safely walk across the Co-op parking lot again. Thank you police!! Police need MORE freedom to do what needs to be done. Not less. My life here is better because the police are actively doing a good job. It's tough enough out there with the drug dealing. Don't make it even harder for them. Support them. Help them. Don't hinder their ability to do their very important jobs in any way at all.	8/13/2020 11:17 AM
169	While police oversight and strong reform steps are excellent, they are a piece of working towards the ultimate goal of police abolition. For my entire life I have known that police do not keep and my community safe, we keep each other safe. I have gotten out of violent abuse, weathered major mental health crisis, extreme poverty, a d much more with networks of resilient and brilliant community members fr quiet youth spaces, to religious communities, to community centers and much more. How much more our communities will be able to do with access to training and funding for the incredible programs that already exist in Vermont to keep our Black, brown, queer, low-income, mentally ill, disabled and sexual assault survivors safe and well! I stand in solidarity with BIPOC, poor, disabled, queer, and domestic abuse and abuse survivors, sex workers, and many many more in calling for safety through solidarity and the abolition of police I'm VT.	8/13/2020 11:09 AM
170	More funding for improved training for police for use of force and deescalation	8/13/2020 10:55 AM
171	I think the current reactions to policing are knee Jerk and this needs to be a thoughtful and careful process. All stake holders need to be listened too. Those stating most issues police deal with could be handles by social workers need to understand that many times social workers will not respond without Police, or may not become involved until Police have rendered a situation safe. Defining Military equipment is another issue. No agency in VT has "tanks" or "assault rifles" VSP carries the same AR-15 model rifle available to the general public. These tools are necessary to respond to school shootings and other such situations. Would you really want an officer responding to your child's school with a shotgun or handgun when Rifles are proven to be more accurate? The current Use of Force statues have been tried, tested, and established by the supreme court. Does VT really want to be the state to pay for lawsuits going back to the supreme court which just increases confusion for Police who already have to make split second decisions? "Chokeholds" should no be illegal. MMA and BJJ are two of the most popular martial arts systems right now. Every training session people are put in "chokeholds" and no one is severely injured or dies. Limitations on when these should be allowed should be put in place, but if an officer is being choked by an offender stating and they used a chokehold in self defense it would be a tragedy if that officer lost their job, and faced imprisonment. The public seems to want officers who are college educated, with Phds in social work and psychology, and hhave the skill set of Navy SEALs. This is an unrealistic expectation. Training can always be improved however that requires more funding, not less.	8/13/2020 10:06 AM
172	I would like to see funding shifted away from the the police and towards social services that focus on issues like: mental health, addiction and homelessness.	8/13/2020 9:52 AM
173	Local police need to have a better understanding of the law, and more awareness of how their presentation affects how they are perceived by the community. We are "presumed innocent" according to the law. The swaggering schoolyard bully attitude needs to be replaced with a	8/13/2020 9:32 AM

SURVEY ON POLICE REFORM IN VERMONT

professional neutral law officer one. This appears to be happening, but it is too slow a transition and inconsistent between departments.

174	something needs to be done about the "us/them" mentality of many of our police, especially leadership. Officers need to feel they are here to serve all people they come in contact with, including people violating or suspected of violating laws. Some how more of the community must be embedded in the police department and in their ranks so as to allow people to see and intervene when the "us/them" dynamic rears its ugly head. peace	8/13/2020 8:43 AM
175	Not a single thing. Vermont always leads by example and has an incredible track record of fair and impartial policing. There is zero historical information that supports ANY police reform....let alone community oversight. This is a dangerous job, that most of you AND your families will NEVER understand.	8/13/2020 8:42 AM
176	Keep Media out! They only print what they want so they sell news and its not the full story! Keep Politics OUT! How many times have police been misjudged because of politics. Print the criminals HISTORY so EVERYONE sees what the Police are dealing with!	8/13/2020 8:25 AM
177	None	8/13/2020 6:10 AM
178	I think all of the above 5 questions are equally important.	8/13/2020 12:28 AM
179	More training, more accountability, maybe a review board but not just civilians. It needs to be balanced. The community can bring views to the table officers may not know of and the law enforcement officers for lack of a better word can show the community what its really like for law enforcement. Having one without the other is only educating one half of the equation. We need to learn from each other so both sides need to be open minded. And in another note drugs & mental illness are just as big an issue if not bigger in our beautiful state. Thank you for asking me for my input.	8/13/2020 12:16 AM
180	none	8/12/2020 11:31 PM
181	The 6 Pillars were completed 4 years ago. If they were implemented we would not have the horrific violations of the laws by the police and by citizens. We need our police departments to be better trained initially and to receive annual refresher courses. Citizens will have more faith in the equitable application of the law to all citizens. Too often those of status or means go free while those considered lesser or who lesser means are punished to the full extent of the law. A perfect example is reducing the severity and number of initial charges of Chad Evans and moving his trial from Windham County to Windsor County. Windham County State Attorney Tracy Shriver is notoriously hard on those who assault their spouse, partner, date, pickup, stranger, etc. She would have thrown the book at Evans but now the charges are reduced and the case is moved. Now there is an appearance of favoritism for one of their own. He quit but the stink remains. What is charged for a non-police or non-connected person should be the same charge for those in law enforcement or those who are connected.	8/12/2020 11:06 PM
182	Some Police need to be less arrogant	8/12/2020 10:59 PM
183	Police and court systems need to have more in depth education, training and understanding of mental health issues. Police need to stop being afraid to be police and have a healthy authority. They of course should not abuse their power, but they are having a hard time doing their job of keeping people safe, when people who break the laws act like they have more authority. Panhandling should be illegal and it is putting the welfare of the community in jeopardy and is only causing addiction and mental illness to rise.	8/12/2020 10:25 PM
184	The current state of our society is putting pressure and unrealistic expectations on law enforcement. I appreciate what these men and women do and feel we need to stop focusing blame on them and start coming up with ways to make their jobs easier. Soon we will look around to see nary a person signing up to work in the field. Law and order is A huge part of what makes a society function smoothly. Turning on the ones who work tirelessly and put their lives on the line daily, makes me very sad for this country.	8/12/2020 10:00 PM
185	Need the courts to hold criminals responsible then the police can do their job.	8/12/2020 9:25 PM
186	I feel we have some very good police in Vermont. Sounds like some pockets of issues but there is always room for learning and improving. I disagree with defunding the police but agree we need more funding to address some serious social issues.	8/12/2020 9:12 PM
187	This is a very poorly designed survey. When designing a survey you DO NOT change the scale in the middle of the survey. The first scale indicates 1 as not important , and then the	8/12/2020 7:48 PM

SURVEY ON POLICE REFORM IN VERMONT

next scale indicates 1 as most important. This will skew the results. I was unable to complete the part of the survey that had the second scale, my answers kept being changed. I wonder if it was because I am on an iPad.....which if you cannot use an iPad, people should be Informed of that at the beginning. Please do not make any changes or recommendations based upon this Poorly designed survey. Or is it designed to only get the answers you want? Certainly a possibility.

188	I've said it all already	8/12/2020 7:47 PM
189	As someone who works in the mental health sector, I find it crucial that there is training required for first responders on this manner in every capacity.	8/12/2020 7:13 PM
190	<p>The Racial Justice Alliance and other groups in Vermont have been fighting for better legislation for years and there are bills in committee which should be taken up rather than legislators introducing completely new legislation that is not vetted by racial justice activists and simply serves as virtue signaling that is not grounded in making true changes and will ultimately just slow down the process. We don't need more committees or task forces. The solutions exist and people of color have been fighting for them for generations. Stop pretending like this is a new issue and take action, following the leadership of organizations like the Racial Justice Alliance. Vermont is a small state and we have potential to create model policies that can be applied across the nation. The bills below should take priority: Update the Statute on Population Quality of Life Outcomes to include "People of Color" (Statute 3 VSA 2311) Pass transformative racial justice bills already in consideration (Staffing Racial Equity Office: Bill H.937 & Reparations: Bill H.478) In tackling Criminal Justice reform, provide effective & transparent Civilian Oversight of Law Enforcement and pass bills already in consideration (i.e., Bill H 464: Statewide processes and policy on Law Enforcement and Use of Force and Bill H. 284 Data Collection in the Criminal Justice System) Additionally, the 10 point plan should be implemented: Ten-Part Plan for Police Reform End qualified immunity. Vermont law shields officials who abuse their power from meaningful accountability. State lawmakers need to disincentivize police misconduct. Remove police from schools. The presence of "school resource officers" (SROs) disproportionately harms students of color, students with disabilities, and low-income students. We must end the use of police in schools and invest in educational support services. Limit police involvement in low-level offenses. We must prevent unnecessary police interactions which disproportionately impact people of color. That includes limiting police involvement in mental health crises, authority to conduct "consent"-based searches, and discretion to cite or arrest for petty offenses like "disorderly conduct." Ban police use of military-grade equipment and techniques. Police militarization is unnecessary and dangerous. Giving police military equipment encourages the use of paramilitary tactics with civilians, including no-knock raids, as well as abusive "crowd control techniques," such as use of pepper spray, rubber bullets, tear gas, and sound canons. Prohibit use of new and invasive surveillance technologies, including new surveillance technologies, advanced or autonomous weaponry, facial recognition software, and predictive policing technologies. Require appointment of independent counsel outside of State's Attorneys and the Attorney General's office to review and prosecute police misconduct. Increase transparency so that police misconduct cannot be concealed. That includes ending confidentiality for officer disciplinary records and other limits on public access to information. Require robust, systemwide data collection and analysis from police, prosecutors, courts, parole board, and Department of Corrections to detect and eradicate systemic racism. Establish community control and authority over law enforcement, including over police priorities, transparency, and discipline, and end collective bargaining agreement provisions that limit oversight and accountability. INVEST in communities, not policing. It is time to demand that our laws and our investments match our values as Vermonters, and to affirm that Black Lives Matter. Local and state policymakers must prioritize people and communities, not policing and prisons</p>	8/12/2020 7:01 PM
191	I want to see all law enforcement officers go home at the end of their shift. Their safety is paramount to the safety of Vermont's law abiding citizens	8/12/2020 6:44 PM
192	Develop uniform standards that can be applied statewide. End qualified immunity.	8/12/2020 6:19 PM
193	Police reform needs to start with the Legislature is revamping the laws so that the Courts can do their jobs after the police try to do theirs Catch and release is for fishing not crime.	8/12/2020 6:13 PM
194	I would like our elected officials to tackle systemic racism holistically, and do more than focus on incremental police reform. We need to rethink this whole system. I don't think it is possible to reform the police. what we need is an overhaul on the whole system of policing.	8/12/2020 5:59 PM
195	I think you need to be very careful and discerning in this process. There are alot of knee jerk	8/12/2020 5:49 PM

SURVEY ON POLICE REFORM IN VERMONT

reactions around the country and that helps no one. The majority of police officers work hard to keep us safe and put their lives on the line every day. We need to remember that during this process.

196	Improve the efficiency, cooperation and frequency with which one policing entity communicates with another. Ie: state police with sheriff, campus, constable....	8/12/2020 5:39 PM
197	Get the race issue out of this , you break the law regardless you are going to get arrested , Stop blaming the police every time some Black person has hurt feelings And get the B;lack Lives matter flags off t5he Flag poles the fly the American Flag , that is a crime within itself , The American Flag stands for Unity , not division , and that unity has no boundries based on skin color , religion . etc	8/12/2020 5:29 PM
198	Training over reform	8/12/2020 5:26 PM
199	Na	8/12/2020 5:11 PM
200	Although necessary in creating equitable systems, state-wide legislation and standards alone are not enough. To make a true and lasting impact, we need to take a multi-pronged, holistic approach. Your constituents are telling you the current systems are not working, and it is clear you are listening. Please KEEP listening, and use what we are saying to take ACTION. Your work is appreciated, AND it is not over. These fights are not political, they are life or death situations. Please: fight for life.	8/12/2020 5:00 PM
201	police need to be more accountable for their actions. They should also be police and not social workers, they should be protectors and public servants, not baby sitters. Their training needs to pertain to their field, and not encompass everything outside of their realm	8/12/2020 4:51 PM
202	I feel Law enforcement in Vermont are doing things well. Let's not make drastic changes to Vermont Law enforcement just because other parts of the Country are having issues. Look at law enforcement in Vermont compared to the rest of the country.	8/12/2020 4:43 PM
203	I think the most important qualification for a police officer is to be a high quality, caring human being.	8/12/2020 4:11 PM
204	For 5 above, I do not think we need either item ranked at 4 or 5.	8/12/2020 3:25 PM
205	Additional training on implicit bias in policing. Easily publicly accessible records regarding racial disparities in police stops, searches, arrests, and use of force incidents broken down by department and officer. Publicly accessible database regarding complaints of officer use of excessive force or racial bias.	8/12/2020 2:13 PM
206	A comprehensive state-wide system of policies and use of lethal force. No additional military weapons or military-grade tools, vehicles, etc. AND a reduction or withdrawal of existing ones. Allow for the public to congregate peacefully and responsibly for demonstrations without creating the atmosphere of preparing for a riot. That would include NOT cordoning off streets, roads, alleys. Inclusion of BIPOC in creating policies and citizen oversight. There is much more that I don't feel qualified to address but there is a lot to do and a lot that can be done.	8/12/2020 2:04 PM
207	Please look further than police reform look to a re-envisioning of policing. Look to much greater support for communities and mental health and rehabilitation. You all are creative people you don't have to blindly follow the system built before you you have a true opportunity to change it. Please do.	8/12/2020 1:54 PM
208	Funding diverted to mental health & community supportive agencies who can be called on instead of police. Save police work for violent crime investigation and upholding community-based guidelines/principles (i.e. traffic stops to enforce quarantine rules).	8/12/2020 1:41 PM
209	I think that on the whole our police do a great job and I hate to see them vilified for the occasional bad apple that there will be in any population. I feel it is more dangerous to our citizens as a whole to limit their options and tying their hands when dealing with suspected criminals. Strengthening disciplinary actions and training are what primarily needs to happen so that police officers with complaints against them do not engage in unacceptable behaviors repeatedly.	8/12/2020 12:45 PM
210	Expansion in the areas of de-escalation, sensitivity training and a deeper understanding of mental health on the part of our officers.	8/12/2020 12:08 PM
211	A citizen review board should be mandatory, however the review board should be from another	8/12/2020 11:54 AM

SURVEY ON POLICE REFORM IN VERMONT

town. Police can't police themselves - Officers must be held accountable when they abuse or break the law or kill someone who is unarmed.

212	It is important to help good police offices through the culture shock of systemic change that will ultimate return respect to police professionals	8/12/2020 11:49 AM
213	What do police officers need in order to police in a less hostile, less confrontational way while also protecting their safety? How much of the answer to this lies in regulations and how much in the way police are trained, in their job conditions and job culture, things like that.	8/12/2020 11:33 AM
214	Need statewide standards that towns can exceed...don't diminish strong existing standards emphasis on building trust between police and community address mental health and addiction as public health issues rather than criminal behavior issues	8/12/2020 11:31 AM
215	State police has been doing most of this for years. Other PDs need to improve.	8/12/2020 11:17 AM
216	Less of an investment in policing and more of an investment in community-led support resources such as social workers.	8/12/2020 9:53 AM
217	Please do not make hasty changes for the sake of making changes. The political/societal environment is calling for changes. We can always do better in all we do, but to decrease police in a time when crime is increasing is careless and reckless. In question 1 you rank 1 as (Not important), but then in Question 5, 1 is Most Important. Should not change weighting/ranking in the Survey. You can artificially skew the results. This may be intentional or unintentional, only those that created the survey can answer that question???	8/12/2020 9:33 AM
218	Police need to be trained on deescalation and empathy, primarily. And how to use force without it being lethal.	8/12/2020 9:27 AM
219	1)Reduce the urge to go straight to lethal force. 2) Dont abuse the system just to get a warrant. Follow the evidence, wait till the evidence is there...do not create evidence. More community interaction to develop a rapport with the citizens. Having more officers would help facilitate this, as the number we have now keeps them constantly on the move....only interacting during calls.	8/12/2020 9:15 AM
220	Because of the rural nature of our state, our state police force must cover very diverse and far flung regions. I used to live in Middlesex and we did not have our own police force.	8/12/2020 9:05 AM
221	I would like to see the 10 point plan outlined by the VT ACLU adopted.	8/12/2020 8:55 AM
222	See above	8/12/2020 8:12 AM
223	I think they are working hard with the money they have and a lot of departments are doing it exactly right. Accreditation is a HUGE monetary expense that a lot of smaller departments won't be able to afford. Most departments that have that have a dedicated person that only does that. Social workers embedded are nice M-F 8-4 because they work for HCRS still and have to follow their hours and rules for call outs.	8/12/2020 7:57 AM
224	none of the answers in question five are sufficient to change the way police interact with our citizens. there is no reason that 1% of our population should constitute 8% of our incarcerated citizens. we need an entirely different system that steps outside of what's been in place, and working only for the privileged citizens of our state.	8/12/2020 7:51 AM
225	If you are going to be on a review board, you must need to attend the academy and do monthly ride alongs.	8/12/2020 7:26 AM
226	Stop making it a political issue. Police in Vermont are already doing great work.	8/12/2020 7:15 AM
227	Our system is not broken. Vermont is not a problematic state our officers already receive excellent training.	8/12/2020 12:11 AM
228	build on existing restorative justice responses. build healthy communities: feed people, house, educate, social community & political inclusion	8/12/2020 12:06 AM
229	1. The mental health system is also coercive and punitive and to the extent that the police cooperate with that system they are perpetuating harm. 2. Strengthening the Fair and Impartial Policing Policies to restrict the ability of law enforcement to ask about immigration status, to share confidential info with immigration agents, to report immigration status of victims and witnesses of crimes to immigration agents, and to grant deportation agents access to individuals in police custody.	8/11/2020 10:01 PM

SURVEY ON POLICE REFORM IN VERMONT

230	Defund the police and invest in communities. Simply banning types of use of lethal force or mandating body cameras doesn't mean officers won't still use those methods or will keep their body cameras on. The system isn't broken, it's functioning as designed: a tool of oppression that disproportionately targets the vulnerable, policing BIPOC, criminalizing poverty. Just using the vocabulary of social justice and having good intentions is not enough. Do better.	8/11/2020 9:26 PM
231	More foot patrol and one on one interactions within the communities. Community service which would build a bteer relationships	8/11/2020 8:40 PM
232	There are people of all races who act badly. Just because there are many arrests of people Of color does not necessarily mean there is racism going on especially if they are drug dealers Coming up here from Springfield, MA. In our area, the most people arrested are drug addicted poor White people who steal from or murder their neighbors. They never seem to end up in jail and the community justice system is a joke. They need to go to jail.	8/11/2020 8:35 PM
233	I believe that anti-bias training is very important. Also improving the Fair and Impartial Policing Policy to protect undocumented individuals. Currently they are afraid to come forward even as victims or witnesses because they believe that immigration authorities might be called. I would also like an end to qualified immunity. And police have no place in schools. I also don't want our police using military grade equipment. This is not a war. We are all in this together.	8/11/2020 8:29 PM
234	I think focus on the crime and education I think judicial system is too week and criminals are not being held accountable for there actions. I don't believe we should be focusing our energy as much on police reform and spend more on community education and drug reform	8/11/2020 7:56 PM
235	There is no Constitutional requirement we have police at all. Communities may constitute police departments and per our Constitution the people have the sole power to regulate the police. Let the communities do so. The State often steps in with good intentions and ends up creating more of a mess. Establish uniform training and standards. Then, let citizens in each community apply those to their police departments. Montpelier should set standards and then stay out of it.	8/11/2020 5:15 PM
236	Improve and increase specific training dedicated to increased understanding and compassion for individuals with mental illness and substance use disorders	8/11/2020 4:34 PM
237	I think that people need to familiarize themselves with what already exists in terms of policies and procedures, especially around use of force. Training is always a good measure.	8/11/2020 3:56 PM
238	Better equipment, more training (no less than 20% of each week spent training on various techniques, to include regular mental health checks with a Ph-D, MSW, Psy-D, or some type of accredited counselor, as well as de-escalation techniques, UoF techniques, and traditional policing procedures	8/11/2020 3:56 PM
239	Police are doing a great job on their own here in Vermont. Just increase their salaries to attract other potential excellent officers.	8/11/2020 3:12 PM
240	1 - Rewrite the fair and impartial policing policy utilizing all the stakeholders that are impacted, not just special interest groups and organizations. 2 - Limit the unionization of law enforcement to allow departments more latitude in dealing with a problem officer. Do not allow a union to hold up disciplinary action when a violation has occurred. 3 - Establish a database which will allow all Vermont law enforcement agencies to file reports on terminated law enforcement officers so other agencies do not "hire a bad apple" 4 - Instead of civilian oversight, establish a board of experienced police officers to oversee investigations into use of force complaints. Ensure that all levels of Vermont law enforcement professionals are represented and in the event that a board members department is being looked into, that member recuses him/herself. 5 - Do not waste money on diversity of hiring. Vermont is NOT a very diverse state in regards to skin pigmentation, race, religion and so on. To focus hiring on a minority status is to discriminate against every candidate in line for the position. 6 - Improve pay and benefits so the Vermont law enforcement community has the ability to compete in hiring skilled candidates that are dependable, honest and will go to a more law enforcement friendly jurisdiction. 7 - Develop a state-side retirement system so that all law enforcement professionals within the state can benefit from a stronger retirement benefits package and officers will not be penalized for switching departments. This would enable Vermont to compete with a State like New Hampshire that offers this benefit. 8 - Ensure that the Vermont Police Officer has the same protections under the Constitution that the (alleged) criminal has, such as due process, innocent until proven guilty and so on. The Constitution represents everybody, whether they wear a badge or don't.	8/11/2020 2:48 PM

SURVEY ON POLICE REFORM IN VERMONT

241	Vermont Police should work more with their Federal partners. The bias-free policing policy makes the state less safe.	8/11/2020 1:27 PM
242	Now more than ever law enforcement is under attack for a few bad apples ad a few criminal/grossly negligent mistakes. The problem is that every profession has employees who are either corrupt and criminal/make mistakes/are negligent in carrying out their duties. The difference is that Police is an extra fragile profession where officers are placed in extremely difficult positions each and every day that requires judgment calls and decisions to be made in the heat of the moment. Any reforms taken that removes immunity for police employees (who are mostly high school educated) for non-criminal or judgment mistakes would result to the detriment of our communities and results in lesser protection. Police are increasingly being punished for mistakes of law or poor judgment calls made in the heat of the moment and that is something that must be protected for individuals merely trying to do their jobs. The solution is to increase police support, increase training and education for these professions and make sure police have access to any resources they need to do their job effectively-- Protect and Serve. The alternative, Increased accountability -- as apposed to sufficient training, staffing, and oversight-- will only produce negative consequences.	8/11/2020 1:25 PM
243	In addition to the ACLU's 10-point plan to reimagine policing, it's important to remember that problems in policing come out of systemic racism--they are symptoms but not the cause. The Vermont Racial Justice Alliance points to additional steps we must focus on as a state to eradicate systemic racism, including: -Provide COVID-19 targeted relief for Black, Indigenous, and other People of Color (BIPOC) in Vermont -Enable economic development and empowerment for BIPOC in Vermont, such as adult education and job training, empowerment and support for BIPOC owned businesses, etc. -Fund a statewide database to track racial disparities to inform transformative data-driven solutions Update the Statute on Population Quality of Life Outcomes to include "People of Color" (Statute 3 VSA 2311) -Pass transformative racial justice bills already in consideration (Staffing Racial Equity Office: Bill H.937 & Reparations: Bill H.478) -In tackling Criminal Justice reform, provide effective & transparent Civilian Oversight of Law Enforcement and pass bills already in consideration (i.e., Bill H 464: Statewide processes and policy on Law Enforcement and Use of Force and Bill H. 284 Data Collection in the Criminal Justice System)	8/11/2020 1:21 PM
244	n/a	8/11/2020 1:09 PM
245	This survey is messed up! The first section-1 through 5...when it's a question of priorities #1 should be MOST important, not LEAST!!!!	8/11/2020 12:30 PM
246	Police need support, not blame. Police need funding not cuts. Police need training which means they need \$. Communities need to leave the judicial system - judge and jury - in the proper hands. We have diversion, we have JRJ, perhaps put more focus on those successful programs as well.	8/11/2020 12:22 PM
247	The State Police should not be used to conduct all internal investigations for municipalities and Sheriff's departments . Any internal needed for locals should be conducted by the AG office. The State Police work to closely with the PD's, they also in many cases go to training with them and join law enforcement with them. Let the AG office conduct that oversight. State Police have enough to do. Gang members are running more guns and drugs into VT, but since 2016 there has been a steady decline of car consent/interdiction work, nearly none existant at this time. Who's finding those guns and drugs? Easy to find out. Ask the State Police to provide total number of car consent searches conducted by the State Police for each of those years. Not combined, total number-each year. There is a significant decline! That's not keeping VT safer.	8/11/2020 12:13 PM
248	Police officers, as the role is currently configured, are asked to do the impossible--a combination of law enforcement, investigation, mental health crisis response, social work, and probably others. It is a system designed to fail the communities the police serve and the police themselves. Those roles need to be disentangled, and police departments as we know them need to be reconfigured accordingly. Places like Eugene, OR provide good examples.	8/11/2020 12:09 PM
249	Again, the reform needs to happen with us as citizens. Police are responding to the problems we are failing to be able to deal with.	8/11/2020 11:54 AM
250	First identify IF there is a problem in Vermont which requires reform rather than acting on a narrative of specific organizations.	8/11/2020 11:30 AM
251	The police should be defunded and demilitarized alongside any reform that has been listed	8/11/2020 11:20 AM

SURVEY ON POLICE REFORM IN VERMONT

	above.	
252	Take social work out of policing. For people suffering mental health crises, non-uniformed police should be on hand only for backup	8/11/2020 10:55 AM
253	None at this time, thank you	8/11/2020 10:05 AM
254	I believe that police reform will not solve all of the problems with the police, as we have seen in places around the country and in Vermont. There was no accountability when police officers murdered Mark Johnson in Montpelier and there should be. The police will always be protected, unless we have citizen oversight boards with legal and decision making power. I fully support the ACLU of VT's 10 point plan that recommends ending qualified immunity, removes officers from schools, establishes community control and authority over law enforcement, and investing in communities instead of the police. Many people are frightened by the words "defund the police," but this should be our goal and we should move towards funding programs around mental health, domestic violence, drug and addiction assistance, and poverty. We also have to address race and immigration status head on, as Black people and undocumented people are targeted disproportionately by police.	8/11/2020 8:59 AM
255	More mental health resources. Many times mental health takes hours to respond.	8/11/2020 8:44 AM
256	I would like the disorderly conduct statute clarified and improved so that it can no longer be used to hinder freedom of speech.	8/11/2020 8:39 AM
257	This survey is rigged	8/11/2020 2:41 AM
258	Let the cops do their jobs. Don't break the law and you won't have to worry about the cops, make sense?	8/10/2020 11:31 PM
259	Listen to the Racial Justice Alliance!	8/10/2020 10:48 PM
260	I wish there was more information with that last question.	8/10/2020 10:41 PM
261	I'd like to see more resources and responsibilities shift toward social work, mental health professionals, and crisis counselors. Focus on community investment to reduce the conditions that lead to illegal activity. Reserve police work only for where it's absolutely necessary. And, a different department but deeply related, put a thoughtful re-entry process in place and empty the prisons of nonviolent offenders. Expunge their records.	8/10/2020 10:18 PM
262	I love officers, they rock. If time money should be spent somewhere else it should be to fix the growing population of old guys, and the young people always leaving. We cant rely on the tourism industry forever.	8/10/2020 8:46 PM
263	I will reiterate that police reform must go beyond small steps--we need to look at the system as a whole, and move towards abolition of policing as a whole. The police force in the United States is, and always will be, a pillar of white supremacy. The first policing institutions began in the 1700s as a way to preserve the slavery system. After the Civil War, these policing institutions changed form only superficially. Their tactics switched to enforcing segregation and the disenfranchisement of Black folk. Throughout the last few hundred years, the police have continued to shift tactics and make surface-level changes, but racism and violence are still steering the entire system. Vermont police are certainly not exempt. As we are considering how entwined white supremacy and policing are, we must also look at how white supremacy shows up in all of our other systems. From our schools to jobs to voting access to our food systems, white supremacy still has a tight grip on Vermont. I implore you to listen to people of color and tackle systemic racism holistically. Listen to organizations that are led by Black folk and work to uproot the racism everywhere--not just in the police department.	8/10/2020 7:26 PM
264	I think there would be less of a need for policing if Vermont invested more in its mental health and drug and addiction rehab centers. Many of the police shootings that have resulted in death in Vermont have involved people who were mentally ill (see this article https://vtdigger.org/2020/02/17/fatal-police-encounters-rising-in-vermont/). If a social worker or a mental health professional were sent when police get a call about an armed mentally ill person, we would likely have fewer shootings and deaths, and the mentally ill person would get the treatment that they needed. Additionally, if Vermont invested more in its mental health and drug rehab centers there would be fewer calls that would require an officer or a social worker.	8/10/2020 5:52 PM
265	Some of the questions above are "loaded." This survey is biased in its creation. Penalize those officers who are "bad." Honor those who are putting their lives on the lines everyday! Respect them. They protect us. I am afraid of what will happen with our limited police	8/10/2020 5:31 PM

SURVEY ON POLICE REFORM IN VERMONT

resources are reduced further. The perpetrator has more rights now than I do as a victim. Get it right.

266	I think police should WALK the streets and get to know the people in the communities they serve. Be friendly. Be seen as a public servant not so focused on giving people a hard time and writing tickets for minor things, especially when it comes to children.	8/10/2020 5:02 PM
267	LESS POLICE! LESS FUNDING!! Why do we fund police over healthcare or education?	8/10/2020 4:57 PM
268	Get rid of qualified immunity	8/10/2020 4:44 PM
269	The VT ACLU's 10 part plan for police reform. And I want the VT legislature, and VT police departments, to be listening to Black leadership. If you're not, as yourself why. Really--ask yourself why.	8/10/2020 4:36 PM
270	More focus on victim services: domestic and sexual violence. More treatment court utilization, emphasis on coordinated responses, training, harm reduction models. Less emphasis on restorative justice for violent crimes.	8/10/2020 3:51 PM
271	Again, less emphasis on reform and hiring more BIPOC officers and more on funding the services already available and using them as healthy alternatives for cops. For example if someone is having a mental break down social workers would be called, or the Howard center. I do think it's important to implement the changes needed to make it easier to hold cops accountable (body cams, public records etc.)	8/10/2020 3:49 PM
272	Don't just teach facts and figures, racism and reactivity are body level not mind level behaviors. Training needs to include somatic and emotional intelligence as is taught in many public schools. See teachings and book by Resmaa Menakem.	8/10/2020 3:02 PM
273	I would like to see police abolished and replaced with a new system that prioritizes health and safety of all citizens. Community investment should be the foundation.	8/10/2020 2:22 PM
274	Laws to hold officers responsible for stopping use of excessive force by other police officers. They need to police each other.	8/10/2020 1:33 PM
275	Vermont should be shifting funding from police and invest that money in community-led public health, education, housing, and employment initiatives.	8/10/2020 1:14 PM
276	We use State police. They don't actually have enough resources to provide the service we pay for. Fine until you have to file a case against someone and end up working with a d-league night shift cop who can't call you back and has zero interest in working the case you've filed.	8/10/2020 12:51 PM
277	Unfortunately, your minds are made up, and the fashioning of your questions are indicative of the anti-police bias that currently afflicts the community. A cop free Vermont is what you truly want, and who knows, maybe you'll succeed? However, history has taught us a most important lesson, and that is that bias and hatred usually ends in its own destruction. You're ruining a really nice state.	8/10/2020 12:47 PM
278	De-muilitarize, no guns allowed.	8/10/2020 12:31 PM
279	I value and trusts our blue lives and the work that they do for our communities. I am sickened by the national disgrace of what is occurring this year in many cities. I support more training for police but I would be alarmed to see generic demands calling for police reform in our state.	8/10/2020 12:26 PM
280	The goal should be safe communities rather than punishing people. We need more social services, mental health care and a better safety net for people. A stronger foundation in those areas would go much further to create a safe community than the police force.	8/10/2020 12:09 PM
281	We need to take steps to reduce funding for police departments and instead shifting that funding to social services and mental health.	8/10/2020 11:24 AM
282	I am impressed in general with the level of professionalization I have personally had with law enforcement. But that does not take away studies done in VT on implicit bias and racial disparity in traffic stops. Racism is alive and well in VT. As a professor of college-level courses on racism and white supremacy, I can attest to the importance of deliberative dialogue and community input on these hard issues.	8/10/2020 11:09 AM
283	I'd like to see these issues addressed as a SYMPTOM of racism- tackling policing issues is dealing with the symptoms and is important, but not the root cause of our troubles here.	8/10/2020 11:05 AM

SURVEY ON POLICE REFORM IN VERMONT

284	Have the police do traffic patrol and only traffic patrol. It is most of what they do and the only thing they are currently, properly trained to do. Any other authority or leadership must come with a degree--proof that someone has taken courses and put in work to actually be part of law enforcement. This ensures that it isn't just a trigger-happy racist.	8/10/2020 10:31 AM
285	Police in Vermont are, by and large, very professional. The fact that they are professional does not negate that their training has suffered and that state policies are misguided. Police reform is necessary in order to move us towards a new standard apt for this century. Besides this, it is most unfair to place the burden of reform entirely upon the shoulders of police. There is great need to access the policies and priorities which have led the police to this particular crossroads - the war on drugs, lack of gun regulation (as it is not fair for police to have to deal with the overarmed population), and lack of community involvement (by the community and the police within the community) are all important contributing factors.	8/10/2020 10:05 AM
286	There are good cops and there bad cops, just like everything in life. But, if we limit the cops oversight, and increase the populations oversight I believe things would be better.	8/10/2020 10:00 AM
287	I would like to see more emphasis on collaborations between community justice centers and local police departments.	8/10/2020 9:48 AM
288	Time to rethink the police, and use money we are spending the police to fund social welfare programs, community development, and education.	8/10/2020 9:09 AM
289	I think it is important to have a collective group of individuals working on police reform. Right now if feel one sided without individuals really thinking some of reforms ideas through. I don't agree with disciplinary issues being thrown out there for everyone to scrutinize. Do we ask for Doctors, Lawyers, and or teacher disciplinary records, NO and I don't see that changing so why should the police be held to a different standard. I would also like to see the groups that are asking for the reform to have a constructive conversation with individuals in policing. Yes, there are things that need to change but it needs to be done collectively. Not just form the public who think they know policing because they read a few articles online. I would also suggest if individuals want to see change to apply and go through the process and make the change form within.	8/10/2020 8:16 AM
290	I think a body cam mandate for all police departments makes sense. I would like to see the vilification of police end.	8/10/2020 8:11 AM
291	No more cops, literally. None of them are good at their job.	8/10/2020 8:03 AM
292	That priority list is woefully inadequate. It doesn't include any real accountability. What powers will the review board be given once the investigation is done. How will they be trained to not be steam rolled by the international investigation. What is the power dynamic with the two. Who cares about access to police records if no one is doing anything about them like what is happening now. Filing false reports should mean immediate expulsion from the force. That is unacceptable! We need to be focusing on removing lethal force and training on implicit bias while in high stress situations and funding programs that keep people from causing situation where we need police. Like expanding mental health services especially for homeless populations and children. When people have what they need and are accepted rarely would police be needed.	8/10/2020 7:57 AM
293	Local control is a good thing, and I support individual communities having the right to choose what works for them, but we need to find a way to standardize some things - to make sure that we are all safe.	8/10/2020 7:39 AM
294	Instead of pushing this "Defund the Police" narrative, how about we get more funding for training opportunities to become better Police Officers? There is such a push here for "police reform" but show me all of the incidents where officers in VT are abusing their power. Please push away from lumping every LEO in the country together because of the poor actions of so very FEW, this is what we call discrimination and prejudice. Again, show me where VT Police are abusing their power and need all of this police reform? I really feel that we need some judicial system reform to hold criminals accountable for the crimes that they commit, instead of letting them off the hook time and time again.	8/10/2020 6:40 AM
295	People who have never spent a day working as a police officer should absolutely not be responsible for writing policies for "police reform".	8/10/2020 6:10 AM
296	I would like to see more police funding toward training. State grants for police and first responders to have access to college level courses. Use of Force training would also give	8/10/2020 4:09 AM

SURVEY ON POLICE REFORM IN VERMONT

officers more tools to use on their way through the use of force continuum and could prevent the use of higher levels of force. Regular training and updates on patrol procedures, criminal law, social science, and psychology would create a more aware and equipped police service across the State. Police need more funding toward training and education, not de-funding.

297	Focus the reform on the rest of the judicial systems. Judges who do not respond to warrants for MANY HOURS, judges who deny EVERY warrant, judges who don't do their job of protecting the public and keeping victims safe especially when cases have been proven beyond reasonable doubt, prosecutors who act more like defense attorneys and don't work for the victims.	8/9/2020 11:30 PM
298	Local meetings with officers to get to know who is patrolling our area and keeping the towns safe. Community-building of this type would be so helpful! Trust and morale would improve. And thank you very much for offering this survey! It's wonderful to have citizen voices heard.	8/9/2020 9:59 PM
299	I hope that the Social Equity Caucus take the time to examine what is already working well in Vermont, and the programs that have already been developed.	8/9/2020 9:21 PM
300	Reform doesn't work. Police profile and harm People of Color and Indigenous people at a far greater rate than white folks. Policing is corrupt and inefficient. The community has called for a defunding of the police. Defund the police, re-invest in the community. Fire and criminally charge officers who use excessive force or who have killed someone on duty. We can create a more effective public safety apparatus without the police.	8/9/2020 8:46 PM
301	Training should be at the Police Academy by experienced Police Officers and not by civilians with no law enforcement background.	8/9/2020 3:56 PM
302	It's clear that many of the controversy falls when mental health is a factor. It seems it usually is. Let's stop spending money on more meat head cops and practices and spend that money on preventing the break downs in the first place.	8/9/2020 3:25 PM
303	We need increased communication between police departments and the community as well as increased community awareness of and involvement in matters regarding the police. We live together and police serve the community. The "Blue Lives" trope is racist and divisive and should be prohibited.	8/9/2020 2:45 PM
304	The ethical future of policing in our society is one that eliminates an institution that evolved from slave catching, intimidation of black people, and enforcement of racist codes. A better society is possible where anti social behavior is met with interventions that recognize root causes. While it is occasionally necessary to restrain people who want to harm others, a man with a gun should not be in charge of making sure I don't go 80 on the interstate. A man with a gun and trauma around failing to appropriately intervene in domestic violence shouldn't show up when my girlfriend and I are too loud playing video games. Three men with guns shouldn't be allowed to walk the streets after murdering an EMT while she slept in her bed.	8/9/2020 12:17 PM
305	Not sure how, but we need more accountability. And more education before becoming and armed officer	8/9/2020 9:36 AM
306	N/A	8/9/2020 8:41 AM
307	We are not NYC , Vt has other complex issue along with what the nation is dealing with.... there needs to be the protection of the brotherhood but not cover up of bad policing. Personally I feel Vt is doing a great job but a little fine tuning would help across the board!	8/9/2020 8:24 AM
308	...	8/9/2020 8:11 AM
309	The primary issues facing Vermont are mental health and substance abuse. The state needs to invest in street outreach services in these areas to support the citizens and take the burden off of police officers. Departments cannot be defunded to do this, departments are already understaffed in most communities already. We need a mental and social health system that actually reaches people where they are at and keeps them out of the justice system. Police, courts and corrections are responding to the fact that people with these conditions have too few ways to get service, especially while in crisis. Provide these services through mental health and substance abuse trained workers.	8/9/2020 8:11 AM
310	I'm glad this is being taken seriously in our state. Reduction of use of weapons and lethal force and an increase in social services will reduce violence	8/9/2020 7:45 AM
311	I think the police basically due a great job in Vermont. Just like in civilian life I believe	8/9/2020 7:29 AM

SURVEY ON POLICE REFORM IN VERMONT

	misbehavior should be dealt with. Bad actions must be met with consequences	
312	Screening candidates for temperament and continuing education requirements which include courses in psychology, identifying and understanding mental health attributes, deescalation techniques, attitude of public service first, enforcement second, minimizing fear of the public which I think drives most of the police violence we see. I'm sure people who are smarter than I can come up with a more complete course list.	8/9/2020 6:17 AM
313	Vermont policing is mostly fine. Don't fix something that isn't broke.	8/9/2020 2:45 AM
314	I would like to see policies and reform that provide enough transparency that everyone will feel they can trust the police, especially BIPOC and those with mental health issues or other disabilities. Right now all we know is that the police can get away with lying and legally covering up for each other. It is very clear there are police officers that abuse their power and there are officers that stand by and watch them do it. This must stop. Officers who would like to wear their uniform with honor and have the trust of the people should never be harmed with the threat of losing their job or a promotion, etc because they stand up against abuse of power. I want to see this system of control through fear abolished once and for all.	8/8/2020 10:06 PM
315	Defund the police and direct these funds into local social services, mental health & addiction program, education, and job training. Require all police to have sustained, authentic connection to BIPOC and other marginalized communities, such as requiring officers to participate in local chapter of SURJ, etc. End qualified immunity.	8/8/2020 9:52 PM
316	Our law enforcement is doing a great job! Support them! Offer additional training in areas where THEY feel it is needed. Then step out of the way and let them do their job! Common sense!	8/8/2020 5:47 PM
317	Body and dash cameras	8/8/2020 3:29 PM
318	How would you plan to keep a bias out of police oversight? In an incident where a shooting is public and there is an outcry for "justice" but the shooting is justified who is to say those civilian oversight members won't modify their response so they don't get chastised by the public	8/8/2020 3:10 PM
319	Our police are doing a tremendous job! Leave them alone!	8/8/2020 12:13 PM
320	It ain't Broken don't mess with it	8/8/2020 12:05 PM
321	Continued/more outreach to communities of color	8/8/2020 9:58 AM
322	Literally NOT reform. Can not emphasise this enough. WE CANT REFORM A SYSTEM THAT IS FUNCTIONING THE WAY IT WAS INTENDED.	8/8/2020 9:40 AM
323	Please consider further decriminalizing of drugs, and ending qualified immunity for police officers.	8/8/2020 9:17 AM
324	Law enforcement has never been a priority in Vt. Over the years there has not been an issue regarding police. There have been numerous studies and Vt Law enforcement has a good reputation. I spent numerous hours reviewing and critiquing use of force reports. The biggest issue is that the officers do not engage soon enough and use more effort to get suspect under control quickly enough. Officers in Vt do not get enough training in the use of force area. Vermont can not tie the hands of officers any more than they already have	8/8/2020 8:33 AM
325	None	8/8/2020 7:27 AM
326	I would like to see far less intimidation and violence. I myself have been assaulted by several Burlington police officers. I can honestly say I immediately feel fearful around police when I am abiding by the law. I should get the opposite feeling.	8/8/2020 4:18 AM
327	We need COURT REFORM not police reform.	8/8/2020 1:56 AM
328	Do. Not. Place. Them. At. Schools. Sure, 1 security guard is fine--but that is barely acceptable, in my personal opinion. Cops should also take ACTUAL classes that focus on social justice and racism--that are interactive, with group engagement (socially-distant). There are professionals who teach everything about what it means to be black: from racism, how the racist system has slyly reformed itself over the years through incarceration, from simple terms like "tokenizing", etc. If a cop refuses or scoffs at this suggestion, then they should NOT be a cop to begin with. Cops should watch black-focused films, especially recent releases. This is "muscle" that needs just as much exercising as a cop's daily workout in the gym. Developing basic human compassion or perspective takes as much training.	8/7/2020 11:29 PM

SURVEY ON POLICE REFORM IN VERMONT

329	Hiring more POC officers for the sake of hiring POC officers is tokenism, and that is just as racist as actively avoiding hiring POC officers. Police should be vetted for their capabilities, Ethics, and professionalism.	8/7/2020 9:29 PM
330	Vermont, in general, does NOT need any "police reform". Police reform is NOT the major issue in this state, Justice reform is. This little state of Vermont has some of the highest rates of recidivism in the nation.	8/7/2020 9:21 PM
331	I would like the legislature to focus on police reforms that reduce the scope, power, and potential to inflict violence of police. I believe that our end goal should be a world where police aren't necessary and there are alternative ways for investigating and responding to violence and keeping communities safe. See the linked document to reforms that move us toward a world without policing vs. reforms that increase the funding and power of police. https://static1.squarespace.com/static/59ead8f9692ebee25b72f17f/t/5b65cd58758d46d34254f22c/1533398363539/CR_NoCops_reform_vs_abolition_CRside.pdf	8/7/2020 7:44 PM
332	I want to see a commision set up to reevaluate the entire mission, goals, objectives, needs, desires, and ongoing evaluation of our community safety apparatus. Currently is our system can objectively be called a Social Control system where most of our money is put into police, prisons, and surveillance. I would like to see us move towards a Social-investment system where more resources are directed into healthcare, education, affordable housing, jobless benefits and children. Together we can move beyond the fear and build a more equitable, fair, community centered system. And into that system we, the community, can then decide how we should best use people with training in the use of force to protect us from a much diminished likelihood of violent crime.	8/7/2020 7:40 PM
333	I don't believe civilian oversight is appropriate for law enforcement for the sheer fact that civilians are not trained in any type of use of force. I believe the VT Attorney General's Office handles the complaints in the proper manner but would like to see them complete them in a more timely manner.	8/7/2020 7:37 PM
334	None	8/7/2020 7:00 PM
335	The basis for this survey is flawed. It is based on police malfeasance. Why? How do you counter criminal organizations that exploit the perception of civilian officials who have some oversight of law enforcement but have absolutely no experience or legal understanding of laws required to Waite citizen safety. The rally to support groups who have no basis for their complaints in law or action should disqualify this survey. When are elected officials going to support the rule of law? Give me a survey on that.	8/7/2020 6:37 PM
336	Increased funding for mental health professionals to handle situations as appropriate. Focus on community policing. Increased awareness of racial bias and institutional racism.	8/7/2020 6:36 PM
337	Support for our police.	8/7/2020 6:34 PM
338	No reform is needed	8/7/2020 5:03 PM
339	All hirers should be re-evaluated based on: 1. Any complaints of use of force, racial profiling and injuries inflicted by offices Officers with violations in their jackets should be removed from the field and require retraining All office must pass an implicit bias test before continuing on the job	8/7/2020 4:45 PM
340	Accountability for wrongdoing. Civilian oversight so that things don't vanish to make a department look better. Training on how to de-escalate and understand other cultural differences so that honest actions aren't mistaken for malice. Case by case independent review to see what went right and what went wrong to use as info for the next officer put in an horrible position. For the love of all that is good, do NOT try to put blanket legislation forth that is feel good, look good material that will have no positive effects on real world outcome and possibly endanger officers and civilians by tying their hands with ridiculous expectations that are not well thought out by those who don't experience the danger that the officers are put in front of on a regular basis.	8/7/2020 4:28 PM
341	Police are fine. Politicians need to get a job.	8/7/2020 4:08 PM
342	Our police should be supported by our local & state officials.	8/7/2020 3:39 PM
343	comments above	8/7/2020 3:28 PM

SURVEY ON POLICE REFORM IN VERMONT

344	Respecting individual liberties and constitutional rights of citizens while not governing them to death and creating situations of desperation due to affordability issues would solve a whole lot more problems than police reform. Defund the legislature	8/7/2020 3:25 PM
345	Please refocus on drug and human trafficking.	8/7/2020 3:12 PM
346	As a volunteer for my town's Community Justice Center (Williston) I strongly believe in the power of restorative justice for both youth and adults. There is an investment in community, there is an investment in people that they are more than the acts they commit, it is an investment in empowering victims. This is a much more humanistic way of handling crime and I strongly advocate that more communities in Vermont implement this approach and that it is funded more than it currently is. Our police in Williston work closely with the CJC and refer many cases to our restorative panels. I wish to see that more police departments throughout Vermont fully embrace this approach. It has been statistically proven to be successful. I also recently learned that police are not allowed to ask people they pull over or who are in custody how they identify either by race or gender. Rather the police are suppose to look at a person and automatically make an assumption. This is highly problematic if we are to use data to inform policy, especially around race and gender as police may make mistakes in this regard. Police should be asking people to identify for themselves.	8/7/2020 2:50 PM
347	Vermont should defund the policing system, and instead fund social institutions and mental health, access to healthcare, food, housing, and other needs that take away the need to commit crime. there are few people who truly want to commit murder, sell drugs, rob people, etc, but many who are fearful, traumatized, desperate, neurodiverse, low-income and barely precariously surviving, living with PTSD, have no support network, and any and all people of color are likely also victims of implicit and overt systemic racism and bias every moment of their lives (whether or not they commit or are accused of committing a crime). put the supports in place and create access to well-being, and crime will go down.	8/7/2020 2:45 PM
348	Vermont is fortunate to have the policing culture it has. While not perfect, the majority of the police are focused on public safety and are trained in bias free policing. Police enforce laws. The laws and the system are far more racist and biased than the police in Vermont.	8/7/2020 12:13 PM
349	These questions have covered the topics-now let's get it accomplished.	8/7/2020 12:13 PM
350	At a time when the public would like to see police reform, is not a time to cut budgets. These reforms take training and time. The police have seen an increase in mental health calls and other non-police related calls. There should be more studies done on police calls for service that are not criminal complaints and/or violations of laws.	8/7/2020 11:31 AM
351	We need to recruit more women, more races other than white, more LGBTQ+ people to become officers.	8/7/2020 9:57 AM
352	Again, things are not as bad as the 15% on the left or the right say they are. Get up on Monday morning, do a good job and 90% of your problems will disappear	8/7/2020 9:56 AM
353	More mental health support using trained professionals	8/7/2020 8:38 AM
354	Please don't make the mistake that Burlington made and start depleting police resources before implementing the replacement resources (i.e. - mental health response teams, community watch programs, juvenile crisis response, etc). What the Burlington City Council did by cutting BPD by 30% was careless, dangerous, irresponsible, and is the textbook example of putting the cart before the horse.	8/7/2020 8:17 AM
355	n/a	8/7/2020 7:17 AM
356	stronger system of background checks before hiring, explicitly requesting complaint records, suspensions etc. from former employers	8/7/2020 6:32 AM
357	We need police. Well trained, Community focused officers. We should make sure the career choice is paid well for the risks they take and pressure they live under.	8/7/2020 6:27 AM
358	Qualified immunity for police and police departments must end. The civil court system must be a place where citizens who have had their consitutional rights violated by police can be made whole. Victims of constitutional violations by police should have easy access to the Courts to tell their stories of victimization so that society can render judgment in favor of the constitution and ensure it is properly respected by those well-compensated public servants who swear an oath to uphold it.	8/6/2020 11:05 PM

SURVEY ON POLICE REFORM IN VERMONT

359	Reform does not work. Abolish all Vermont police.	8/6/2020 10:46 PM
360	Please remove police from schools. They are detrimental to the learning environment.	8/6/2020 10:00 PM
361	I would like to see funding for policing in Vermont invested in communities. Policing does not prevent crime from happening. Crime is prevented when people's material needs are met. Ensure food, housing, healthcare, education, and employment and we won't need police. I live in an affluent community and we have little need for them at all.	8/6/2020 9:26 PM
362	Unions should not be able to protect bad police officers. Those who are unfit to serve should be removed and prohibited from h from having the ability to be rehired by another agency in another town, or state.	8/6/2020 9:22 PM
363	Vermont locks up more people per capita than the UK, Canada, France, Italy, etc. We have to get Vermonters out of prisons out-of-state (absurd) and we need to get people out of prisons in the state as well. It's been shown over and over that prison does not reform most people. They need education and opportunity. We are locking people up for small crimes and we are certainly just as discriminatory as the rest of the country in terms of the school to prison pipeline and the criminal justice system extremely disproportionately impacting people of color and people of low socio-economic status. We must get "Resource Officers" out of schools and cease with ludicrous activities that do nothing to help anyone. Repeatedly ticketing a homeless person for loitering -- where are they going to go? What are they going to do? Ticketing a homeless person for indecent exposure when they are peeing because there are NO public restrooms -- every human needs to use a bathroom. Stop officers from these activities and have them report the problems and divert funding from the paperwork and time of these tickets toward community solutions that help solve the problem and re-humanize people. I've rarely had to worry about being unable to use/find a bathroom, but it's unbelievable to me that we want to ticket people for these offenses (and so many more like them) instead of recognizing basic human needs and trying to build a community support system. Police, as they are currently constructed, spend much of their time punishing the poor -- who happen to also be disproportionately people of color and women.	8/6/2020 9:00 PM
364	EDUCATION! For the force, and the public!!	8/6/2020 7:31 PM
365	More support for police. They put their lives on the line every single day.	8/6/2020 6:00 PM
366	Stop Racial profiling	8/6/2020 5:29 PM
367	Each and every police held accountable for behaviors while interacting with the public. Police should handle general disputes with respect and treat each person with respect. No exceptions	8/6/2020 4:50 PM
368	Police do a good job in Vermont.	8/6/2020 4:50 PM
369	Leave it the way it is	8/6/2020 4:46 PM
370	The good old boys club needs to end. Lamoille County needs help with this. Please.	8/6/2020 4:44 PM
371	Again I would like to see criminals held more accountable. Blaming police for responding to a criminal call and acting appropriately isn't always pretty but I don't understand how you can blame the officer for that. If the officer is unnecessarily escalating the situation that should be addressed but they should have the ability to respond 'reasonably' as needed.	8/6/2020 4:14 PM
372	NO comment	8/6/2020 4:05 PM
373	If we expect State Administrative Employees to have Bachelors degrees or higher, we must have the same standards for Officers. Stop putting officers to sit in the bushes for hours on end, trying to catch speeding cars, that's nonsense. Make it more difficult to get a license in the first place, we wouldn't worry so much about 75mph on a clear I89. Create smaller barracks with more local employees... the cops might be able to respond in less than an hour, like it takes now. Admit that rural VT wants BIPOC to be arrested, but doesn't want cops on their own road, and end the disparity in coverage. You have taxpayers paying salaries for cops we cannot use- again: nonsense.	8/6/2020 4:04 PM
374	I think that we should invest in reforms that lead to less funding for police and more funding for services that improve mental health and community well-being. Although more BWC and training can seem like good ideas, they lead to increased funding for police departments and don't result in better outcomes, the research is inconclusive at best. For example, George Floyd's killer was wearing a body camera and had undergone de-escalation training. I think that focusing on reallocating funds to support communities, and a national database for police	8/6/2020 3:23 PM

SURVEY ON POLICE REFORM IN VERMONT

officers with complaints against them, and police departments looking for evidence of bias or brutality in individual officers rather than overall department statistics would be a better way of reforming police.

375	The people that have a problem with police are the people who are breaking the law, whether it be by speeding, using cell phones while driving, drinking to selling drugs.	8/6/2020 3:14 PM
376	I want to see the police GONE, I want to see Black communities get reparations, I want to see homelessness eliminated, and I want to see the current officers HELD ACCOUNTABLE for the harm and brutality they have committed. That includes Burlington officers Cory Campbell, Jason Bellavance, and Joseph Corrow.	8/6/2020 2:33 PM
377	Mental health in the state of Vermont is a useless agency. I've first hand seen someone brought to meet with a "mental health expert" and not meet requirements for their services in that moment, leave and the person harmed themselves or attempted suicide. Law enforcement in the state of Vermont is very strong and is doing everything they can to help. Maybe Vermont should wake up and realize mental health, dcf and other agency's put in place as a tool for law enforcement to use should be reformed and gone through. Policy changes, maybe do a legit background check on some of the people hired into mental health and social workers. Because many I have observed that work for mental health appeared to be working in mental health to find answers for their own problems. Wake the fuck up vermont. Law enforcement is not the problem.	8/6/2020 1:53 PM
378	The problem is that you are trying to fix a problem that doesn't exist. Are there situations where the use of force is unnecessary- yes. Deal with that situation, don't lump every use of force in.	8/6/2020 1:50 PM
379	Get out of vehicles and into the communities. Build relationships with the people they are policing. Preferentially hire law enforcement officers who live in the community they police.	8/6/2020 1:45 PM
380	None	8/6/2020 1:40 PM
381	Spend some time with your police officers to actually understand the amount of work they are doing. Try to be present at some active quickly evolving situations. Gain some credibility by being able to cite real life examples. My hope is all Vermonters want to make Vermont the best state in the nation.	8/6/2020 1:35 PM
382	Integration of Social Work and other mental health care providers with policing / justice system.	8/6/2020 1:30 PM
383	As expressed above, I believe we need to drastically defund and/or abolish the police. However, I want to be clear this is not meant to say police as individuals are bad people though they, like most of us, myself included, are part of a deeply oppressive system. I also think there would need to be some sort of just transition to make sure former police could still work in jobs that provided for them financially and were fulfilling.	8/6/2020 1:28 PM
384	We keep seeing police brutality in cops with a history of violence - either against their intimate partners or against previous people they have arrested. No one with a history of intimate partner violence should be allowed to be a police officer. No one with a history of police brutality should be allowed to be a police officer. If you want brutality to stop, the consequences must be clear. The more you excuse it and say "he's a good guy" or "it wasn't that bad" the more you excuse an outrageous abuse of power by the one group in our society allowed to arm themselves and imprison people.	8/6/2020 1:27 PM
385	When I look at what people are trying to do with defund and changing what police respond to it shams me to think i will not get the needed services. Living in a rural part of VT who is going to come at 2 am because my neighbors are having a party and are very noise and disorderly if its not the police. We all deserve equal protection.	8/6/2020 1:24 PM
386	Civilian oversight committees should be cautiously approached. Someone with zero training and experience should not be in a position to make a decision over weather or not force was warranted. This will increase an influx of bad disciplinary action and will cause good officers to leave the force.	8/6/2020 1:03 PM
387	Police are asked to to everything, but don't have the resources, tools and/or training to also deal with the poverty, mental health, drug rehab, etc. sorts of issues. It's unfair (and not the best use of resources) to put it all on law enforcement.	8/6/2020 1:02 PM
388	There is always room for improvement whenever you are reviewing any profession. I feel	8/6/2020 1:02 PM

SURVEY ON POLICE REFORM IN VERMONT

Vermont has already done a great deal of work at becoming more transparent, more accountable and progressive with their training and education. I feel that LE has been moving in the right direction. The language that is being used and considered in the legislature needs to be very careful not acting too hastily and making sure that all avenues are looked at and looked at through many different lenses. We want to make sure that when bills are passed that we are not making the requests impossible for people to adhere to and that we are not making law enforcement a career that is already hard to find qualified people, that much harder as one of our missions is hiring.

389	More training on de-escalation techniques and funding for mental health programs	8/6/2020 12:57 PM
390	None.	8/6/2020 12:57 PM
391	Mandatory training of police and staff should include implicit bias training, training on the history of police in America and the history of racism and the lasting effects of racism in America. There should also be a register of police officers so when they are disciplined or let go, that can be accessed by future employers.	8/6/2020 12:57 PM
392	No additional thoughts.	8/6/2020 12:32 PM
393	covered	8/6/2020 12:27 PM
394	Don't defund, fund further training and make it ongoing through a police officers career.	8/6/2020 12:19 PM
395	STOP DEMONIZING THE POLICE!	8/6/2020 12:19 PM
396	Leave the police reform to the people who are directly involved in the policing and have the knowledge and understanding not the legislature. It all comes down to respect and trust. If that can be restored between the community and the police than thigs will improve. It will not be overnight and will not work by forcing policies upon the police. It may have the opposite effect. Look at the NYPD policies were forced on them by the Mayor and they now are facing a large number of early retirements and resignations. It will only work if both the community and police work together.	8/6/2020 12:15 PM
397	You can go for all your piddly little wins. You will win nothing. In the end, man dominates the land, and you and I allow folks to take more from the planet than they deserve, leading to ultimate power and authority, and domination of other resources. Those without access to resources, are screwed. Unless you start to punish the untouchables, and relieving some organizations and family dynasties port folio, you won't get anywhere. Because the bigger problem, you know, the one that started this one? Yeah, that one... well, it will still be there.	8/6/2020 12:09 PM
398	Many of the demographic challenges faced by Vermonters stem from the continued influx of drugs into the state from Massachusetts and New York. Vermont police need to focus their attention and the Vermont legislature needs to take the initiative to change laws and state policies affecting the detection, and incarceration of drug traffickers. The current catch and release policy of the state of Vermont is forcing local and State Police agencies and departments to waste valuable personnel and taxpayer resources with no tangible effect on the problem. Instituting a mandatory sentencing of drug traffickers and distributors in varying sentencing timeframes depending upon the volume of illegal substances in question will send a message. At present Vermont is forcing its officers into dangerous positions repeatedly with these offenders, and releasing them back onto the street to further endanger the public. Only when you take a stand will the criminal behavior change.	8/6/2020 11:59 AM
399	Policing in Vermont is already well ahead of the curve. Further restrictions will only make the job more difficult than it already is, and will make being a police officer in VT an even less attractive career option than it already is.	8/6/2020 11:51 AM
400	Require mental health workers to respond when requested by law enforcement.	8/6/2020 11:42 AM
401	More community activities	8/6/2020 11:39 AM
402	Police officers need more training, more oversight. Perhaps we need to compensate them differently to encourage the ones who truly respect others and are good citizens.	8/6/2020 11:31 AM
403	Most police officers do an amazing job and put their lives on the line daily. I think the idea of defunding the police sends the wrong message especially to habitual criminals. I think more training is always beneficial and mental health needs need to be addressed. Defunding the police will cause more crime in Burlington and surrounding areas.	8/6/2020 11:19 AM

SURVEY ON POLICE REFORM IN VERMONT

404	Restrict police departments from purchasing, accepting or using military weaponry. I know first hand the destruction these can cause. They were used to de-escalate a domestic situation at my home. A Mental Crises. No history of violence or domestic abuse. The VSP were involved and destroyed my property with 37 MM CS Liquid Ferret Rounds and walked away leaving me with a mess to clean up and no direction on how to do that. VSP did not even have an MSDS for reference on the chemical make up of the tear gas so that when dealing with local damage restoration companies to make sure no chemical reaction would take place. Local and state agencies had no guidance on what should be done. Multiple agencies responded with "We are not sure what to do, we haven't dealt with this before in Vermont."	8/6/2020 11:10 AM
405	Vermont is going down the wrong road. The ability to recruit LEO officers is going to be 0 if they keep going this up. I am looking for other work as we speak because I'm afraid to do my job now in the fear of getting arrested for trying to do the right thing. Keep releasing criminals on 4th 5th and 6th chances and start arresting the officers trying to give justice to the people that deserve it.	8/6/2020 11:10 AM
406	Speaking generally, Vermont's law enforcement are some of the best-trained and most progressive in the nation. Extreme caution should be used legislating changes to the well-established principle's of policing which have been maintained here. Consequences to well-intended legislation could be unexpected, damaging or overly/unnecessarily restrictive. Changes that are CLEARLY necessary, however, are recruiting, funding and retaining quality police officers, removing the tremendous burden of mental health and social service-related calls for service from law enforcement. The issue of shifting some public safety responsibilities to counties and municipalities from VSP should also be reexamined. We should strive to REMAIN on the cutting edge of policing, and use caution when legislating changes with a broad stroke which may negatively effect our police officers' well being.	8/6/2020 11:03 AM
407	I want to see a holistic approach to public wellness and safety. I want us to move from harm reduction to a vision and policies based on social equity and inclusion.	8/6/2020 10:53 AM
408	I think it is hugely important that we take complaints against police officers and departments seriously. I am still horrified that after all that has happened with the Bennington PD, we still have yet to fire the chief and town manager. They very clearly do not care about Black folks in Bennington and continue to ignore instances of racial hate and violence.	8/6/2020 10:45 AM
409	Everything is being rushed and you need input from those in the Law Enforcement arena. Fast pace doesn't work. Before you pass laws, see what is happening in the country. You make it look as Vermont is such a terrible place and worst of all is their POLICE. Look in the mirror, Vermont does a great job in policing and yes there are some officers who shoyuldn't be one. Work on them first and then build the changes.	8/6/2020 10:35 AM
410	Defunding the police and funneling the money into mental health and social services is essential.	8/6/2020 10:32 AM
411	NA	8/6/2020 10:32 AM
412	do not decrease funding. Hire more officers in rural areas. Expand the use of regional task forces for criminal investigation and crime prevention.	8/6/2020 10:32 AM
413	Defund the police.	8/6/2020 10:13 AM
414	Police need our support. They are being attacked and killed for enforcing the law then criticized by the same law makers who passed the laws in the first place. Hold legislators accountable for the laws they pass and hold ANTIFA accountable for its terrorist acts.	8/6/2020 10:03 AM
415	Professionalize the workforce: regulate and license like other professions, require more education and training, and increase pay for officers in local agencies	8/6/2020 9:59 AM
416	No more free pass when officers misbehave. They should be subject to the same laws and consequences that we are. Heads of departments often talk about holding police to a "higher standard." Right now, that's a load of BS. Police can misbehave and walk away scot free with no consequences when if we did that same thing, we would be subject to a ticket, fine, or other penalties. At this point, EQUAL standards would be an improvement.	8/6/2020 9:59 AM
417	Police should not have access to military-style weaponry or action.	8/6/2020 9:36 AM
418	End the militarization of police. The towns and cities or Vermont are not war zones! Accountability against bad actors must be a priority. Police must earn the trust of the	8/6/2020 9:35 AM

SURVEY ON POLICE REFORM IN VERMONT

population that is has a duty to Serve and Protect. Often, the opposite seems to be true. Trust is earned.

419	Police are held to a higher standard of ethical conduct than the public and they should be. The hold the public's trust that we will truly care for our community and be fair and impartial. It should also mean that we will be just and open to persons of color and other marginalized groups. Police reform has to be measured, with appropriate feedback from key community stakeholders. An agreed on set bof values and common goals.	8/6/2020 9:00 AM
420	Focus should be on training law enforcement on how to deescalate situations better. There is a huge mental health problem within our communities and law enforcement is not equipped or trained to handle the situation.	8/6/2020 8:58 AM
421	Don't hire ex-military personnel.	8/6/2020 8:57 AM
422	By reversing the scale (from one being *not* important on question 1; to one being *most* important on question 5), this survey will collect inaccurate data. These are called "ranking level inconsistencies" and are a cause for invalidation of survey results. If you want to be honest with your presentation of these results, you either have to throw out these questions, or clearly explain in your results that the results were skewed by ranking level inconsistency.	8/6/2020 8:56 AM
423	Stop trying to "handcuff" the police. Police are there to protect people, even when sometime they don't want it. You need to have police and the system they work under is already politicized to death. We have a huge problem with habitual offenders in this state and the police always bear the blame for this. Police also do not make laws, they merely enforce what laws the politicians make. If you want real change, or believe a law is discriminatory then work on that, not on police. If we could actually train the public and law makers in what Police actually do on a regular basis then I think people would see how amazing of a job police do.	8/6/2020 8:54 AM
424	Police should be who responds when there is a major crime. The vast majority of what they currently respond to could much more effectively be handled by an unarmed, well-trained constable or variant on that theme. Certainly we need police for crime followup, but they do not prevent anything by being armed and present.	8/6/2020 8:49 AM
425	Police are doing what they should be doing in the State of Vermont. Don't let the events around the country influence us. (Vermont)	8/6/2020 8:44 AM
426	8/6/2020 8:43 AM
427	I would like for VT to focus more on Vermont problems like addiction	8/6/2020 8:34 AM
428	Hartford police department is amazing	8/6/2020 8:16 AM
429	I think we need to take some of the burden off of our police officers by putting more emphasis on mental health, social work, and community/citizen engagement.	8/6/2020 8:07 AM
430	This survey is misleading. You start with #1 being least important. Then question 5 you switch #1 to being most important. You have just confused 90% of takers.	8/6/2020 7:47 AM
431	Look at the model being used by the Eugene Oregon CAHOOTS program. Increase in mental health calls needs a coordinated effort with non police responders.	8/6/2020 7:42 AM
432	Let police do their job and support them. Stop focusing on leftists and liberal agendas!	8/6/2020 7:37 AM
433	charges and traffic stops should not be linked to funding. Until that happens we will continue to have abuse of power.	8/6/2020 7:32 AM
434	Question number 5 doesn't work well. I had to rank them in order 1-5 (one for each number). Also, the ranking is in reverse order from question #1 where 5 is most important.	8/6/2020 7:18 AM
435	As a current law enforcement officer, I think the greatest steps towards improvement could be made at the Vermont Police Academy. My experience there created an "us" meaning police vs. "them" meaning the public mentality. The thought that everyone posses a threat and could attack you at any moment is not a reality that police face. This mindset is detrimental to the officers mental health and equally important it's an impedance to the goals of community policing. There needs to be a more collegiate curriculum that educates officers how to investigate and solve crimes safely. The curriculum also needs to include a comprehensive history of policing and the structural racism that it aided. Additionally, law enforcement has been under funded in areas that have serious impacts on crime victims. An example of this is the Special Investigations Units which investigate serious child abuse and sexual assaults.	8/6/2020 7:14 AM

SURVEY ON POLICE REFORM IN VERMONT

436	I think the police in Vermont are already doing a great job. I think that making hasty decisions based on events in different parts of the country is irresponsible. I also think there are too many hands in this pot for any real useful changes to be made.	8/6/2020 7:13 AM
437	More collaboration with social workers. Question 5 is broken for phone filling. It won't let me put in 1, 2, 1 1 1	8/6/2020 6:46 AM
438	The focus should not be on race but on making policing fair. Crap happens to all people in various situations. If police feel like there will be consequences for good policing, they won't do their job as well. They need good training but let them do their job.	8/6/2020 6:29 AM
439	reform is needed. thank you for conducting this survey. now please make change.	8/6/2020 6:29 AM
440	Police work in a culture of toxic masculinity and fear. We need leadership with a vision for changing this culture. We need to support the leaders who are already working to change this including Commissioner Schirling, Major Jonas, and others. Our police academy must be overhauled and a system of citizen oversight established there. Far too many officers ascribe to a white supremacy view and we must not only train on implicit bias but also remove white supremacists from our LE agencies.	8/6/2020 5:31 AM
441	Higher education requirements including, mental health and substance use disorders. Psychological screening for police officers.	8/6/2020 5:11 AM
442	Cultural awareness training.	8/6/2020 4:34 AM
443	I would like to see anyone attempting to legislate police use of force, body cameras, or any of these topics go through even a cursory use of force training. Even 6 weeks of use of force training by police experts. 10 ride alongs to see what police officeACTUALLY respond to for service and how calls for service are ACTUALLY handled, not what's being shown in television, movies, and edited cell phone videos posted online.	8/6/2020 12:05 AM
444	There are a lot of great things that law enforcement does. Build upon what they are already doing and utilize the resources we have .	8/5/2020 11:29 PM
445	I'd like to see all the Vermont law enforcement officers be retrained, tested and reviewed by numerous outside agencies and held accountable for every single report made against them because for far too long they've gotten away with murder, abuse and harassment of the people who they're supposed to protect!	8/5/2020 11:22 PM
446	last question shouldnt be required to be ranked. I also caution to not change just because of problems in other parts of the country. If there are issues in VT fix them, but do not just assume because Minnesota has issues that VT automatically does too. Its toobroad brushed and goes against the dont judge all by the actions of a few, that people preach when it comes to race religion profession etc. Citizen review boards MUST be provided training otherwise they will not be able to offer a qualified decision. Passing judgment without knowledge of why or what policy is is inappropriate and will cost more money in lawsuits	8/5/2020 11:03 PM
447	Social worker or women safe advocates on domestic violence calls. VT has an excellent mental health worker per capita ratio. We also have a high, and growing, suicide rate. Social workers in VT work jobs under titles they are not accredited for because VT does not require them to label what they do with the certification level they have. We can call someone with family support service skills a counselor or allow them to make treatment plans without even having oversight by a qualified person.	8/5/2020 10:37 PM
448	People with backgrounds in White Nationalism or white supremacy should be highly investigated and discharged.	8/5/2020 10:33 PM
449	For decades, society has sat back and pointed fingers while not doing the real work of solving problems. As ugly as it is, police are the messengers to society of who society is. When we: Fail to provide adequate mental health resources and then point our fingers at cops... Fail to provided economic opportunities to people of color and then blame cops for arresting them for crimes... Fail to raise our children to view all people equally, and our children become cops... Fail to provide medical resources for medical drug misuse and blame cops for arresting addicts... We are simple shooting the messenger and not solving the problems of our society.	8/5/2020 10:31 PM
450	I'd like to encourage those citizens who constantly criticize the police to go for a ride along with their local police department. If people are so afraid of the police, perhaps they should be exposed to the work life of a police officer- terrible schedules, leaving their families alone on	8/5/2020 10:24 PM

SURVEY ON POLICE REFORM IN VERMONT

holidays to protect the community, sleep deprivation, constant exposure to trauma...the list goes on. We are an entitled community, talk about privilege. We are fortunate to have people willing to put their lives on the line, to leave their families behind, for the greater good of our community. We are very lucky indeed. And while there are some bad cops, the majority have their hearts and heads in the right place-they run toward danger when the rest of us run away in fear.

451	Fairness. To the police serving and to the public.	8/5/2020 9:58 PM
452	Most professions licensed by the state are over seen by boards made up individuals involved in that profession. (Doctors, Psychologists, Lawyers, etc.) Any one of these professions would roundly reject the idea of oversight by lay persons. This should be no different for police.	8/5/2020 9:52 PM
453	Please do not make any emotional decisions or knee jerk reactions. Your decisions now will ultimately have a lasting impact on the citizens of this State for years to come, as well as the quality of future Law Enforcement Officers.	8/5/2020 9:48 PM
454	Decriminalize drugs & Poverty, take firearms away from the police; MUCH MORE mandatory implicit and explicit bias training; no policy or Resource Officers in schools; police must also be trained mental health therapists.	8/5/2020 9:18 PM
455	Limiting economic power by reducing funding towards police. Increased regulation of police labor unions	8/5/2020 8:37 PM
456	diversity training, social work, community policing.	8/5/2020 8:35 PM
457	A wholesale reimagining of the system of policing. Take a deep look at crime versus harm. Rather than a punitive system of accountability (our current system), create a system tasked with reducing harm. This is much more holistic and takes into account mental healthcare, access to housing/food, prioritizing economic health over economic growth, etc.	8/5/2020 8:27 PM
458	As a very law abiding citizen, I'd like to live in a community where I don't feel fear of a "law enforcement" person because they are all male, paternalistic and heavily armed. The other day at the town beach, two sheriff deputies arrived to "police" the no South Hero resident rule for the beach (by advising the family of color they were noto welcome). They wore combat gear - bullet proof vests, guns the works. How can that not be traumatizing to the children - and adults- present to enjoy a natural resource??????	8/5/2020 8:06 PM
459	Can we do away with police unions in the current state they are in? I am all for collective bargaining but their record has been reprehensible for how they are defending bad police officers across the country. I am not aware of how things have operated in VT, but there needs to be some oversight on how they operate. We need to stop a process of quotas if that still happens. That seems to have a negative impact, in that it is creating an incentive to have more police interaction, not less. This needs to change.	8/5/2020 7:32 PM
460	It is probably wrong to attribute the disparate arrest rates for Black people entirely to systemic racism when drug dealers in Vermont are often from out-of-state and Black.	8/5/2020 7:17 PM
461	There should be social workers instead of police. Police cannot be trained to be social workers because they've already had it ingrained in them that they are soldiers in a war against black and brown people. From the beginning, social workers are taught treat people with respect and care.	8/5/2020 7:07 PM
462	There needs to be less force used. You need to be trained on interpersonal communication first and foremost	8/5/2020 6:25 PM
463	want more data and public access to it so we can better understand how to improve policing, i.e. repeat visitations to homes or places with no change in outcomes. repeated visits indicates what we are doing is not working and we need to try something different. scary to me that police carry guns with under a year of training yet social workers require a four year degree? want dispatchers to be able to parse out calls to places that might be more effective. want to get police out of schools and think only highly trained swat teams should be used to respond to active shooter calls. also need more depth on the data of traffic stops as want to know how often the same person is stopped. hearing reports from bipoc community that they are stopped too often for no cause. same people pulled over multiple times. current data doesn't show this.	8/5/2020 5:49 PM
464	A police officer committing ANY crime should receive the maximum penalty.	8/5/2020 5:46 PM

SURVEY ON POLICE REFORM IN VERMONT

465	It seems like local police departments have more problems than state police. You have 5 questions about policing and 6 questions about gender and personal attributes. If this truly was about police, you would ask all Vermonters and not only certain groups. Including everyone is important. We need more mental health workers involved in police departments. We don't need more untrained civilians involved in policing. That's like putting construction workers as an oversight committee for surgeons. We hold police accountable, but never hold DCF or any social services programs accountable. Why is there such a double standard?	8/5/2020 5:39 PM
466	Primarily, police should be allowed to do their job. Protesting the police does not help anyone. Community based discussion facilitated by town leaders and concerned parties to address specific concerns are the best way to move forward, not accusing all officers for actions in other states. The police are currently unfairly targeted and the root is likely not police bias, rather laws that are common broken by specific demographics that should either be changed or better communicated to the general populations.	8/5/2020 5:36 PM
467	I would like to see a shift in institutional thinking from "Law Enforcement" to "Community Safety" If we could convince people that Community Safety is everyone's responsibility and it is some peoples paid job to professionally help with that, I think we could change the adversarial attitude some folks have/	8/5/2020 5:36 PM
468	Blue Lives Matter. We need to support law enforcement - not tear it down.	8/5/2020 5:23 PM
469	Whatever cross cultural training has already been implemented and carried out by the police departments of the state of Vermont have been racist and biased for decades. It is well known by ordinary people of color living in Vermont that they will be incorrectly profiled as criminals as a matter of course. POC police officers and administrative staff must be recruited in order to change the generational culture of racism and bias.	8/5/2020 5:15 PM
470	There's quite a few people who deny racism exists. They can't hide their hate. We can't allow those voices to drown out the voices of POC that live their lives in fear from the police and racists.	8/5/2020 5:08 PM
471	As indicated above, adding the diverse inputs of social workers & mental health professionals to public safety situations is critical to improving the system. Relying on police to "deal with" all types of difficult situations limits the options which will be used. I believe that including other professionals like these will add to the chance that the situation will be resolved in a positive way, rather than a violent one. I also strongly support integration of restorative justice practices into our criminal justice system. Replacing, as much as possible, our failing "retributive" and "deterrent" practices with the positive ap- proach of restorative justice will increase the chance of improving the lives of both offenders and their communities.	8/5/2020 4:53 PM
472	Cut funding to help heal people - crime prevention starts with people connections.	8/5/2020 4:44 PM
473	Surgery not working- Fine until the ranking above	8/5/2020 4:32 PM
474	More social services available within the state to prevent the need for police calls/assistance to begin with.	8/5/2020 4:32 PM
475	I think the whole justice system needs to be addressed. There needs to be a much greater focus on restorative justice and less on punitive. There is a great need for a treatment court in Bennington. There needs to be programs in place that provides restorative justice and not what is currently available in Bennington through CRJ.	8/5/2020 4:27 PM
476	More inclusion, more women	8/5/2020 4:22 PM
477	Funding for restorative practices for low crimes	8/5/2020 4:01 PM
478	No reform. I believe there needs to be reform in every job. Every job title out there has good and bad people	8/5/2020 3:55 PM
479	Your question number 5 is somewhat unfair. All of these are equally important and should be able to receive a ranking of number 1 for most important.	8/5/2020 3:53 PM
480	Less police, more social workers and doctors responding.	8/5/2020 3:50 PM
481	I would like to see the state mandate the use of body cameras for all law enforcement in the state, prohibit police chokeholds and other violent forms of restraint and develop improved guidelines for the collection of traffic stop race data. I would like to see the police defunded more each year while the state transitions to a viable alternative model to policing.	8/5/2020 3:32 PM

SURVEY ON POLICE REFORM IN VERMONT

482	Defunding police departments and putting the funds into non punitive community lead programs.	8/5/2020 3:31 PM
483	A large part of the problem is police unions and I usually stand for unions as it gives workers a better leg to negotiate. However in instances like we have seen recently they are stopping the termination of officers who would be fired in any other field for their actions	8/5/2020 3:26 PM
484	I would like to see police forces replace officers with health care and social workers. I would like to see rounds reduced and community building programs increased	8/5/2020 3:06 PM
485	Take funds from policing and move them into social services.	8/5/2020 3:04 PM
486	Align \$ and activities w community support and safety - not criminal response/"protection". I'm not in favor of cross cultural training as it's often not effective nor sustained. BIPOC police trained in the same procedures as White police is not helpful- we need new models and VT has a size and scale where this could be feasible	8/5/2020 2:45 PM
487	I would like to see the recruitment of psych trained officers or the creation of units in each LE agency that have a background in psychology or mental health. That way they could de-escalate mental health crisis incidents without having to resort to an escalation of force when responding to mental health incidents.	8/5/2020 2:39 PM
488	Vermont has some of the best police officers in the country, to over regulate them can only lead to endangering them while they are on duty. Is our police force perfect? Of course not, but untrained lawmakers making laws on how a police office should react in any situation can only lead to problems. If any changes or regulations are needed, let the Department of Public safety propose them, but I must say, don't fix what isn't broke!	8/5/2020 2:19 PM
489	I would like to see both sides of the data in regards to people of color being more or less likely to commit crimes such as violent felonies as well as being more or less likely to be charged and convicted for those crimes.	8/5/2020 2:18 PM
490	Stress management training would be important.	8/5/2020 2:09 PM
491	I am happy to see that S-124 and H-464 are addressing the Criminal Justice Training Council. I participated in the recent interview process for the executive director position at the CJTC. It is good to see that the bills are trying to change the membership on the training council. For the most part the law enforcement members of the council seem like nice people to talk with. I like them and feel like I trust them. The issue I have with the bills as written is that seem to missing issues relative to people with disabilities. People with disabilities are too often victims of excessive police use of force. The council should include this voice. In addition some sort of term limits might be appropriate for members of the public that would be on the council. I suggest term limits as a way to address the propensity for us to assimilate the law enforcement "think" as our own. I want to try to keep fresh public eyes and ears on the council.	8/5/2020 2:06 PM
492	Public education on how to utilize the police	8/5/2020 1:56 PM
493	They need to be fewer in number but well educated, well trained and better paid.	8/5/2020 1:48 PM
494	Limit prosecutorial discretion, use independent counsel to oversee and prosecute police misconduct. Improve data collection and analysis, and public access to it.	8/5/2020 1:42 PM
495	Eliminate Qualified Immunity.	8/5/2020 1:41 PM
496	I do think public oversight is important, as are greater consequences for filing false reports and other corrupt behavior. The PD as an organization should not be 'untouchable' or immune from prosecution. They are public servants. More mental health awareness and empathy should be emphasized during training.	8/5/2020 1:36 PM
497	Hold officers accountable for shootings, such as the one that took place near Montpelier High School. Vermont police officers should not have the right to kill with impunity. Fire these officers and hire more of the officers we can trust to serve and protect us.	8/5/2020 1:34 PM
498	Not sure what the 21st Century Policing Task Force is but we need outside citizen review boards. The system needs to be changed to get real progress and fair justice.	8/5/2020 1:26 PM
499	We need to be aware of the concerns and address policy and procedures to enable law enforcement to do their jobs while also holding those who do not meet the standards of quality law enforcement officers, accountable. Great training on mental health and substance use training at the Academy would be useful. More cross collaborations between service providers	8/5/2020 1:11 PM

SURVEY ON POLICE REFORM IN VERMONT

and law enforcement will help to build partnerships and provide appropriate outreach and services to the individual's law enforcement are encountering and to be able to turn matters over to those individuals who are better trained and equipped to meet the challenges/needs. Recruitment is an ongoing issue and will only become a greater issue in light of sweeping police reforms. We must be careful to not turn to a state that seems anti-law enforcement. 21st Century Policing recommendations should be adopted to assist with streamlining agencies and standards. Also, it is critical that any mandates that are placed upon law enforcement agencies in Vermont that will require funding, that there be assistance provided and not unfunded mandates. Communities are already struggling with high tax rates and to place greater financial burdens could result in challenges with passing town budgets in the future.

500	Accreditation of Law enforcement agencies	8/5/2020 1:07 PM
501	More money for officers. Put people in jail and stop letting them out to re-offend. Why is it if I put to many low numbers in they go to blank,3' AND UP WORKS. IS THIS SURVEY RIGGED?	8/5/2020 1:05 PM
502	I think it would be a mistake to degrade the opportunity to grow community based policing. It would also be a mistake not to treat the profession as a profession.	8/5/2020 1:04 PM
503	Prpoerly fund law enforcement and mental health systems.	8/5/2020 1:03 PM
504	Large reductions in police funding, reallocation of funding to affected communities (BIPOC, low income), rigorous external oversight of any remaining police, zero or few armed officers, no military equipment, universal body cams.	8/5/2020 12:46 PM
505	I was almost charged with disorderly conduct by electronic means for reposting PUBLIC screenshots of a local business owner being racist.	8/5/2020 12:38 PM
506	Defund the police and use money for other mediators, social workers trained in mental health and de escalation techniques	8/5/2020 12:37 PM
507	Reduce budgets that encourage violence. Funnel money into increased social services and capacity to reduce burden on police and leave them free to address true policing issues. Then address the culture of policing, examine hiring practices (what kind of people/personalities are joining the force?) and make sure that when police are needed, they can act bravely by NOT enacting violence in our community unless as a true, true last resort.	8/5/2020 12:13 PM
508	I moved to Vermont 15 years ago to the outskirts of a small town. I was unaware when I bought my property that it was being used for drug activity, as it had been a hunting camp and was fairly private. This resulted in harassment from a "drug family" that lasted for years and only got better when the main actors (neighbors) were forced to move away. I was dismayed to learn that the nearby village police force (now under different officers) was used by residents to harass people they did not approve of or felt threatened by, and police were willing to look into any specious complaint. I was once pulled over and detained for 45 minutes for no reason other than a "phone call" to police. I was not believed when I went to use the library that I was a taxpayer in the town. I was followed in the grocery store after an old man called me a thief out of the blue. I worked for a local business and when I refused to do something illegal, I was retaliated against for years, and refused unemployment when the employer lied about me. Recently I was followed around town by the new Chief of police for what reason I cannot fathom, he never said anything. I do not feel, and never have felt, welcome, though I pay my taxes and am law abiding. I am white, of Polish descent, a woman, and single, and a property owner. This boils down to a pattern to me. I want to emphasize from this story that every effort should be made by police not to be used as tools of oppression by local people with an personal axe to grind or their own prejudices to enforce. This means a strong code of ethics to fall back on when pressed to fulfill agendas of residents that are frivolous and mean-spirited. Thank you.	8/5/2020 11:51 AM
509	I follow the rules, I don't do drugs, I go the speed limit, I'm not a POC, but I'm very cautious around law enforcement. I wish I could trust them more. I'd love them to be more of a community resource and less militant	8/5/2020 11:49 AM
510	I am a Licensed Clinical Social Worker serving a population of young students and families in Burlington and I've been in this position for 5 years. I have also worked in child protection in Vermont. I see first hand how the lack of access to care and resources for mental health, safe housing, and substance abuse treatment affect our neighbors. Our mental health providers need not only more funding, but the support to create a solid plan to work together with our communities at finding some real solutions. In the Burlington area, we do have the Outreach	8/5/2020 11:49 AM

SURVEY ON POLICE REFORM IN VERMONT

team that works closely with law enforcement to address the needs of folks struggling with mental health challenges. This model could be used all over and has room for expansion here in Chittenden County. Not only do we need more support on the ground in terms of more interventionists and counselors, but we need actual safe places for people in crisis to be. We need more psychiatrists, more hospital beds, more variety in levels of residential care for folks of varying ages and need. I'm certain we would see a decrease in local crime and homelessness if we had the resources and capacity to meet the needs of these folks rather than just bouncing them around from the ER (where people often sit for hours and sometimes days only to be turned away eventually) to a bed at a center that's not a good fit, to jail. Additionally, we need more youth programming and education support to keep kids learning and engaging in positive, fulfilling activities. Beyond just thinking about what to do with cops, we need to think about where else we need to put our taxpayer dollars instead of with the police and we need to spend time planning how that money will be allocated to best meet the needs of the community in a way that makes sense. I implore you to seek guidance and support from people like me that actually do the work out in the community and have a sense of what needs to change within our system of care.

511	I think it is very important that any and all officers with ties to white supremacist groups are removed from duty immediately.	8/5/2020 11:26 AM
512	I am a retired licensed clinical social worker and I have been thinking of the issue of powers of observation ever since George Floyd's murder. Soon after that day the Boston Globe ran an article in which a black athletic director for one of the Boston colleges (I believe BC) related a recent story. He had accepted a job at a bigger university and he and his wife were packing up their house in Newton. They decided to walk to Whole Foods to get something for dinner. As they were walking a police car drove up and several police officers surrounded this man, with one drawing a gun. It transpired that an alleged murderer was in the area and this man "fit the description". As they let the couple go the man asked what it was about the description that fit him and was told that "he was tall and black". In my profession it is important to be able to observe details, body language, and surroundings. It is also important to be able to do this while remaining calm in a possible crisis situation. I have been thinking about the "tall and black" observation and have been stunned. I would be willing to bet that most white officers would observe a lot more if it was a white "suspect". As we look at our fellow man we tend to see age, hair color and style, clothing, expressions, skin tones, freckles, scars, glasses, and many more details. I think that we are not necessarily able to see the same details in someone of another race. If police officers see different races through different lens and observe different levels of details, they cannot adequately police and certainly cannot function in a highly stressful, crisis. I do not know what the Police Academy teaches, but it seems to me that there needs to be training on observation of details and particularly the details of race. Every person coming out of the Police Academy ought to be able to observe and describe someone with more detail than "tall and black" because in an emergency situation even less might be observed.	8/5/2020 11:24 AM
513	(re. question 5 - I put "false reports" as number 1 because dishonest cops are people who don't want to take responsibility for their actions or be accountable - they are not trustworthy, and if you cannot trust the police...) For question 6 I would say the policy of hiring should be much more rigorous.	8/5/2020 11:24 AM
514	I believe Vermont has the exciting opportunity to make a real difference in the lives of all. It is clear based on the examples from across the country as well as in our own state that despite attempts at police reform, there is a national epidemic of police violence that dramatically and disproportionately affects Black and Brown individuals. We have strong values in this state and I hope desperately that Lawmakers like yourselves will take this extremely seriously and respond to the epidemic of violence with structural and fundamental change towards transformative and restorative justice and AWAY from police and prisons. I was horrified to read that Governor Phil Scott is trying to build a mega-prison in VT. We need to abolish these systems because they were created as a direct, racist response to the end of slavery as an alternative way to oppress and control Black Americans. Please take a stand in a genuine and effective way, rather than focusing on small reform that is proven to not work.	8/5/2020 11:18 AM
515	We have a documented issue with racism in Vermont that reflects the rest of our nation and goes far beyond policing. This issue needs to be directly addressed in any conversation about the future of policing, which is a central concern. Please review the VT ACLU suggestions supported by 14 VT organizations, which can be found at https://www.acluvt.org/en/publications/reimagine-policing-vermont-sign-letter .	8/5/2020 11:15 AM

SURVEY ON POLICE REFORM IN VERMONT

516	no comment	8/5/2020 11:13 AM
517	We need to reallocate funding away from police prioritizing education, health care, mental health, anti-poverty, food security. Please note: question #5 would not work. I give each choice in this question a number 1.	8/5/2020 11:13 AM
518	I think that the police need to learn more calm a situation down and need to me more accountable for their actions.	8/5/2020 11:12 AM
519	Standardize the treatment of all police in the state in terms of retirement, salary and benefits. No mandates that are unfunded.	8/5/2020 11:08 AM
520	We don't need people with guns showing up for every little thing. Let armed officers deal with active shooters and send unarmed public servants with deescalation and social services training to resolve most issues.	8/5/2020 11:06 AM
521	The police should be a peace keeping force, viewing all citizens as worthy of the utmost protection. There should be no military grade weapons.	8/5/2020 11:03 AM
522	On-going training on racial bias, white supremacy. Tracking of police interactions with the public and asking officers who continue to target BIPOC to have additional training away from the job. Have mental health support for officers who are feeling fear while on their jobs in the community.	8/5/2020 11:00 AM
523	There is too much money budgeted for Police. Shelburne spends 1.9 million dollars. The town just south of us does not have a police force....zero. This is embarrassing. The force should be cut by 70 percent.	8/5/2020 10:56 AM
524	No white supremacy on the force!	8/5/2020 10:55 AM
525	The Brattleboro police tasered Jonathan Crowell and his wife Samantha for nonviolent civil disobedience maybe 10 years ago. Maybe five years ago the Brattleboro police chief twisted my arm in a very painful way even after I asked him to stop. My only "crime" was holding a sign silently during a speech by the governor at the Latchis Theater. The ACLU sued him and won. Him and all the cops were forced to take a class on the First Amendment.	8/5/2020 10:53 AM
526	Look at the data -- what arrests can be diverted by community and mental health workers? How do police work with domestic violence victims? How do prosecutors, union and leadership work to combat reforms?	8/5/2020 10:50 AM
527	I fully support ACLU Vermont's Ten-Part Plan for Police Reform and strongly urge the Vermont Legislature to adopt the recommendations therein.	8/5/2020 10:48 AM
528	prioritizing de-escalation, considering sending unarmed officers to respond to non-violent crimes or sending social workers with officers to respond to non-violent crimes; mental health crises, homelessness, drug abuse, etc. and i would really like to see Vermont Police take people seriously when it comes to sexual assault, domestic assault, stalking, harassment, and rape. many are scared to report their abusers to police for fear of not being taken seriously— this needs to stop. officers need to be trained in these types of crimes and need to better aid victims of assault. sexual assault is real and the police should be equipped to handle these types of cases. or have a social worker or someone who specializes in that field on board the team.	8/5/2020 10:36 AM
529	I would like to see citizen review boards look at interview process of transfer officers prior to hire in regards to disciplinary issues.	8/5/2020 10:34 AM
530	Get them out of schools! Get rid of the military equipment! Get them working in a deeply integrated system with social workers, mental health practitioners, rehabs, housing, etc. (People are going to continue to call "911" in emergencies, so the integrated deployment of resources needs to be able to happen from that hub - maybe someday the system will be such that that ingrained cultural behavior of calling 911 can start shifting, but until that time, we need to work from that behavioral premise)	8/5/2020 10:31 AM
531	Diversity training and education and the like is NOT EFFECTIVE within a system that is designed to harm marginalized and oppressed people. Look at Aurora County PD. Think all their training has changed their culture??The system is flawed. We need major financial restructuring away from police and towards community mental health support systems, especially in a sleepy state like Vermont.	8/5/2020 10:25 AM

SURVEY ON POLICE REFORM IN VERMONT

532	Be members of our community - YOUR community - with the goal of helping people, not policing people	8/5/2020 10:11 AM
533	We need effective civilian oversight of police agencies at the state, county, and municipal level.	8/5/2020 10:02 AM
534	Completely re-evaluate the need for police, what community and public safety are and how they need to be supported, how and why police are trained the way they are, why and how they have a culture of pricy, invite a new culture of transparency and purpose, and understand trauma as the core reason for behavioral and "criminogenic" tendencies.	8/5/2020 9:46 AM
535	It's not just the police; they are only part of a system, as this anecdote may make clear: In the beginning of May, I encountered a woman lying on the steps of a building. She had been discharged from a treatment facility to the temporary overflow shelter, which had just closed. A few weeks earlier she had been arrested for violating conditions not to drink alcohol. Representatives of several local social service and non-profit organizations had already tried to engage her, to no avail; the only alternative offered was voluntary re-admission to the treatment facility The backstory on this reference is that when I encountered the woman, I asked if she needed medical attention. Her reply was "Don't call the police!" Ultimately, I did call the Police Social Worker who concluded the only alternative to be a voluntary readmission. In this example, the problems are legion: (a) the failure of the treatment facility to do adequate discharge planning; (b) the criminalizing of low level street behavior; (c) a State Judge imposing a "no alcohol" condition on a presumed alcoholic, in a civil context, "a condition impossible of performance"; (d) placing the police in the role of enforcing that condition; (e) having no other viable alternative except calling the police.	8/5/2020 9:33 AM
536	If citizen review boards become a place to investigate police misconduct there should be minimum training requirements for those on these boards. Without an understanding of police procedure or policy it would make it very difficult to understand why law enforcement might operate or make decisions they do. A civillian would not have the same understanding that a subject matter expert would have, and without an understanding of the why of the what is happening rash decisions could be made. These decisions could significantly impact law enforcement in a negative way.	8/5/2020 9:20 AM
537	Reduce police & sheriff budgets reallocating funds to mental health services. Use collected racial disparity arrest data to change how police & sheriff departments arrest BIPOC. Remove SROs from schools. Replace SROs with mental health professionals and RNs.	8/5/2020 9:07 AM
538	Accountability and public access can be achieved through statewide coordination that is mandated by regulations and requires input from disproportionately affected communities and social workers.	8/5/2020 9:01 AM
539	With any new standards, each police agency should have the latitude and responsibility to develop their training and operational policies for achieving those standards. The agency policies should be accredited by a state-level board. The standards should be consistent across Vermont but we need to ensure the police agencies each have the flexibility to implement within their own context.	8/5/2020 8:55 AM
540	The police are doing an amazing job. They have so much pressure and should not need to deal with others telling them how to do their job.	8/5/2020 8:38 AM
541	Not just more de-escalation in police training, but less weapons and guns training.	8/5/2020 8:32 AM
542	none	8/5/2020 8:07 AM
543	I think the majority of police are good, upstanding officers who daily put their lives on the line to protect Vermont's citizens. I think the culture of demonizing police is ill informed and not statistically supported. We should absolutely address the bad apples, give police more support and training - and refocus society to an attitude of respect for police. We should share more of the stories of the GOOD work police do and the dangerous work police do. We should remind people that in every situation police have to assume the person they are confronting is armed. We should listen to voices of people of color outside the BLM movement, and not confuse the fact that black lives do matter with the Organization of that name - an organization which has it's own agenda, an agenda our legislators need to read and fully understand (including the Movement for Black Lives agenda).	8/5/2020 7:55 AM
544	stop blaming it all on the police, yes, there are issues but just because a "person of color" makes a complaint it is considered the TRUTH???? Stop letting people who know nothing be in	8/5/2020 6:52 AM

SURVEY ON POLICE REFORM IN VERMONT

	charge!!!	
545	Please do not give in to the national media driven slander of American Law Enforcement. The United States of America has some of the finest Police Officers in the world and Vermont has some of the finest Police Officers in the country. Vermont does NOT have an issue with police brutality or accountability. The Vermont legislature has no business creating policies or procedures for police departments as they have no law enforcement training or experience and have no idea what it is like to wear a badge everyday.	8/5/2020 6:38 AM
546	If the concerns are bad cops switching jobs, perhaps the "personell file" is maintained at the Vermont Police Academy and not with the individual municipality/organization. There could also be a state license for Police and a single board in the state that overseas complaints etc.	8/5/2020 6:36 AM
547	More police officers	8/5/2020 4:51 AM
548	Don't abandon or deignrate the great majority of good cops who put their lives on the line to protect us.	8/4/2020 11:26 PM
549	Defund the police. These suggestions have been made every time there are riots against policy brutality. Do something different and put money into mental health and homeless task forces like New Zealand	8/4/2020 11:05 PM
550	Policing should be based on finding root cause solutions. Technology should replace traffic stops, which have proven to be discriminatory. It should prioritize Vermont's public health over the criminal justice system.	8/4/2020 10:33 PM
551	More training and education, a general higher standard to be in that role. May require increased compensation to get more highly trained officers	8/4/2020 10:15 PM
552	Id like to see honest non doctored statistics that say police in the State of Vermont are racist or marginalize non white or people of color. I do not believe it is the case at all. All the stats that I have seen from the state of Vermont and across the country do not show this.	8/4/2020 9:37 PM
553	I would like to police forces significantly decreased (fewer officers) and the removal of military-grade weapons from police departments. I would like to see the money saved invested in communities of color and poor communities—following the guidance from community leaders as to which efforts to fund.	8/4/2020 9:30 PM
554	It seems like current police training practices result in an unacceptable level of violence first, apologies later. It seems as though police get to act as judge and jury when they apprehend an alleged law breaker. No one should die for counterfeiting or jaywalking or having a suspected stolen car. There is a better way to work with offenders and it starts with law enforcement training.	8/4/2020 9:05 PM
555	Officers need to have consistent training in descalation techniques so that lethal force is not used when unnecessary.	8/4/2020 8:30 PM
556	Remove police (SRO's) from Vermont schools.	8/4/2020 8:24 PM
557	i support reducing police size/budget, but we have to be committed to increased funding for social and mental health services.. can't just cut and not replace with something else. I am concerned that training around diversity doesn't really change perception and behavior unless it is ongoing training along with accountability for behavior. the police have to acknowledge the systemic racism embedded in the structure of policing and break down that systemic racism, create new ways of practicing policing, (including de-militarization , not carry the mind set that the people are enemies of the police. They must be dedicated to first accepting the systemic racism, their own individual prejudices that are built in whether conscious or not, and be committed to the change process over the long term, it is not a one and done thing. This is no easy task. Alternatively, I would consider other systems, instead of police but I have not seen any good models of this yet.	8/4/2020 7:54 PM
558	Funding put toward mental health awareness And well being/wellness for both civilians and law enforcement officers. I'n-depth Trainings On deescalation tactics. We need our law enforcement!	8/4/2020 7:51 PM
559	Promote a climate of support and honoring the police in society. People are tearing down the good officers.	8/4/2020 7:34 PM
560	There needs to be community policing where the police force is under the control of a citizen	8/4/2020 7:29 PM

SURVEY ON POLICE REFORM IN VERMONT

oversight committee who reviews police policy.

561	I would like people to be held accountable for their actions. This goes for police as well as us citizens. We will see videos on the news where a police officer is yelling or using force against someone and we immediately start listing things the police officer is doing wrong. What we don't do is point out the fact that the person being arrest is doing something wrong as well. We can not point fingers at our law enforcement officers for being rude and disrespectful if they are being treated the same way. Yes police are supposed to be pillars of our community but we also must recognize that they are human/citizen as well and should be treated with the same respects. We need to point out the wrong doings of both citizens and the police and hold them accountable for their actions but also have an understanding of how things became out of hand in the first place.	8/4/2020 7:19 PM
562	The police do not need reform. Reform without cause is more damaging than anything. Criminals will always exist in any society no matter what social level or culture. The citizens deserve to be protected from criminals and the citizens deserve to know they are protected.	8/4/2020 6:50 PM
563	I appreciate the danger police are in daily and the effort of most officers to care for our community. I do not think the actions of a few should mean we make policing more difficult and dangerous for the rest. Also, if citizens were to follow laws then we would need less policing to begin with	8/4/2020 6:35 PM
564	Pay cops more Train them better at se escalation m FUND THE HOSTAGE NEGITISTON UNITS PROPERLY.	8/4/2020 6:29 PM
565	We need the police departments and crime will escalate and get out of control without them. Defunding would be a huge mistake	8/4/2020 6:23 PM
566	Better wages and funding of police will result in better officers. Who the heck wants to be a street cop and put their lives on the line for 25-30k a year?!	8/4/2020 6:20 PM
567	How about paying more to attract better or more diverse cops.	8/4/2020 5:29 PM
568	really it is about a culture shift, which can best be accomplished by greater focus on leadership and then training and specific cultural qualities within the units	8/4/2020 5:22 PM
569	We need to build strong support for our police. That effort needs to focus on mutually developed and realistically created series of policy's and standards. If we continue making either citizens or police the enemy we will all fail	8/4/2020 5:15 PM
570	Cut back on the number of uniformed police officers to build up other essential personnel like mental health experts. Require significantly more training for any uniformed police officers that stay in place.	8/4/2020 4:58 PM
571	note: ranking feature in #5 above did not work. fire cops who kill folks with mental health issues with slim evidence of cause. it is nonsense to shoot a man holding a shovel or other common tool at a distance. question police claims of threat levels from folks with mental health issues who are at a distance (they quote utter BS statistics about how quickly the guy with a shovel could kill the cop...)	8/4/2020 4:38 PM
572	Keep in the back of your mind that police have come a long way over the past few decades and perhaps the rest of society needs to catch up.	8/4/2020 4:27 PM
573	Educate the public on what police ACTUALLY do and how they are trained.	8/4/2020 4:01 PM
574	Defund! Reinvest in the community.	8/4/2020 3:38 PM
575	I would like to see a more restricted use of force tool set for police officers: guns are kept in cruisers during traffic stops and guns are only brought on an officer's person in a circumstance that is known to be violent or deadly going in. In regular foot patrol policing, wellness checks, noise disturbances, etc., the officer does not a bring a gun as there is no eminent need for one. A firearm can still be kept in the cruiser, but it should be locked.	8/4/2020 3:11 PM
576	Reduce the number of police	8/4/2020 3:02 PM
577	More funding and resources for mental health training! De-escalation and getting people (including those dealing with drug and alcohol problems), the help that they need!	8/4/2020 2:49 PM
578	Keep politics out of police reform. Legislate money for better training. Legislate money for better mental health care in Vermont. Legislate providing mental health support resources to	8/4/2020 2:47 PM

SURVEY ON POLICE REFORM IN VERMONT

	police departments. Keep politics out of policing.	
579	21st Policing is important. The state should pay for this as departments don't have the funding for this. Stop trying to take away from them and give them what they need to do their job. Maybe sit back and think about the many roles they have to perform on any given day in a split second. They are supposed to life saving heroes while putting their own life on the line. Be a minister, a social worker, offer counselling services and so much more while still trying to keep the peace and to be expected to continue the job when they have lost one of their own. They are human beings that want to go home at the end of the day too!!!	8/4/2020 2:46 PM
580	Fund social services defund the police.	8/4/2020 2:13 PM
581	none	8/4/2020 2:09 PM
582	Demand for issues in Vermont policing is high, supply is very little. Focus funding and resources elsewhere.	8/4/2020 2:07 PM
583	NA	8/4/2020 2:06 PM
584	Back the blue	8/4/2020 1:35 PM
585	Police have a tough job that require split second decision making. While sometimes there is clear abuse and impropriety, I think we need to be careful to balance our response as to not to start having people with no understanding of what that is like second guessing the officers with information they didn't have or didn't have time to process. I also think except in serious cases of abuse and where it may come up in court officers should have the right to privacy on their personnel file like the rest of us do. I also feel that it is unfair for any complaints that are ruled to have no merit to stay on the record. Complaints not found to be valid should be expunged.	8/4/2020 1:35 PM
586	I would like to see a more open policy for allowing citizens to ride along with police officers. It's all about PERSPECTIVE and too many people have no idea what police officers do on a daily basis. Most officers for example deal with hundreds of mental health calls but no one knows about it until the 1 that goes wrong and they end up on the news painted in a horrible light as if that is the only response that officers know.	8/4/2020 1:34 PM
587	The police should ONLY respond to theft and violent crimes. Otherwise agencies better suited to address the issues in VT should be utilized.	8/4/2020 1:33 PM
588	The Vermont legislature needs to resist the urge to react to things happening around the country and accept the fact that Vermont law enforcement is not in need of these reforms.	8/4/2020 1:27 PM
589	Reform to whistle blower laws (I am not sure what exists now), to make it more feasible for officers to report egregious and unlawful behavior, including racial bias.	8/4/2020 1:16 PM
590	Police need rights as well as citizens More TRAINING TRAINING	8/4/2020 1:16 PM
591	Na	8/4/2020 1:08 PM
592	I think we need to start by acknowledging Vermont is a predominately white state and the demographic of our state will change over time. We need to be very inclusive about our policies and also make an extra effort to ensure persons of color and even white people can gain trust in the police again. This also means Vermont police need to find better use of their time instead of pulling over speeding cars. We also need to take the business model out of police and restructure how our force is funded. If we need to give our tickets to fund a police station then we have a problem, the mantra of protect and serve in my opinion means the police provide a service, not a business.	8/4/2020 12:52 PM
593	Reform should focus just as much on rewarding good conduct as punishing bad conduct if we want law enforcement to continue to exist.	8/4/2020 12:41 PM
594	We need to see a reallocation of funds and a dismantling of the current policing system. We need to focus efforts on anti-racist and restorative justice initiatives to improve the health and well being of community members in underserved communities.	8/4/2020 12:34 PM
595	Vermont policing standards HAVE already addressed many of the tactics that are being seen in other states. Choke holds, knealing on necks, multiple cycles of CED's have been moved away from and are no longer taught. Lumping all police agencies together as the SAME across the United States is incorrect. Each STATE needs to evaluate their police agencies and not PRESUME that all are aggressive and homicidal. Officer safety cannot be compromised by citizens dictating policy.	8/4/2020 12:11 PM

SURVEY ON POLICE REFORM IN VERMONT

596	Stay out of policing. This is a bunch of people whom have never put their lives on the line telling people who do it everyday how to do it better. Theres plenty of openings. Please apply.	8/4/2020 11:57 AM
597	Police reform needs to be based on fact and data, not knee jerk reaction to events occuring outside Vermont. All law enforcement should agree that they are overburdened with response to social service / mental health related calls, but adequate 24 hour, 7 day a week systems need to be put in place before making drastic changes to the current structure of police agencies in Vermont. If not the very people who need protection will be further victimized. Reform of the standards discussed above, specifically use of force, needs to be very measured. It needs to be applicable to real life and not based on whimsical fantasy. If standards transform objectively reasonable officers into criminals no one will enter the profession and there will be a mass exodus from the profession.	8/4/2020 11:57 AM
598	Do not allow sexism and racism to run rampant within the depts. Take complaints seriously. Kirkpatrick, Wolf and Perkins with the Lamoille County Sheriff's dept have repeatedly acted with racism, sexism and bias but have never been held accountable. Complaints are on file with the LCSD and Siri Rooney (assistant to Todd Shove), Roger Marcoux's wife but nothing was done. Victim blaming has been the normal operating procedure by this sheriff's dept.	8/4/2020 11:52 AM
599	Reforms should be based on facts and have meaningful results. They should not be made rashly as a reaction to national events that haven't been fully investigated. Public safety should not be put at risk because politicians want to appear to be making some sort of difference.	8/4/2020 11:39 AM
600	The state of Vermont is ahead of the curve when it comes to law enforcement initiatives, which is usually not the case for our state. Provide additional funding for training and strengthen the mental health system in this state. It is unacceptable that the state doesn't put more emphasis on mental health. Also look into caller bias. You will find a good percentage of calls insert police officers into situations they know they shouldn't be at, but have to respond because the public has requested them to.	8/4/2020 11:31 AM
601	Have VCJTC accept law enforcement certifications from other states and FLETC. Re-do the level 2 certification process. And eliminate the physical fitness "standard" and go towards a CPAT job related agility test.	8/4/2020 11:14 AM
602	Less police officers in the community and more proactive organizations, including funding for healthcare, education, mental health services, community centers, etc.	8/4/2020 11:07 AM
603	#1, Civilians have no business judging Officers. If you want to have oversight that's fine, but it needs to be done by people who actually understand Law Enforcement. Most people have no idea what laws, case law, training, etc that comes into play in how the police operate. In addition I have no idea why people think there is such a problem the police in Vermont in the first place. Officers in Vermont hold themselves, and are held, to a much higher level of accountability than you'll find pretty much anywhere else in the country already. If you want to make reforms try the courts. When criminals get arrested over and over again and nothing really happens to them all we have done is taught them they can pretty much do whatever they want with no consequence and therefore they continue to victimize people and the police continue to deal with the same people over and over and over again. This cause them to be more brazen, more assaultive and have less respect for law enforcement and the criminal justice system itself. Get tough on crime, not soft and you'll have a lot less problems to begin with.	8/4/2020 11:01 AM
604	Policing procedures and any judgement or changes should be based on the needs of Vermonters and taken within the context of The Vermont Criminal Justice Training Council. Not a "catch all" nationwide wide ill -informed, ignorant public reaction. Policing procedures and police action reviews need to be based on the totality of the circumstances to allow Due Process to work. A knee jerk reaction and response without a total assessment and review of the facts is irresponsible and solely catering to "hot button" politics only. It is irresponsible and shameful to do so and not fair to Vermonters to do otherwise. Vermont is it's own state and any solutions should be devised to fix Vermont issues. Not political agendas and particular narratives.	8/4/2020 10:56 AM
605	Make criminals accountable so the police don't have to deal with repeat offenders who have learned that they can cry "police brutality" and get away with crimes.	8/4/2020 10:39 AM
606	Law enforcement officers in Vermont have mandated yearly training unlike other states. Officers in Vermont are all trained the same unlike other states. Looking at policing in Vermont	8/4/2020 10:33 AM

SURVEY ON POLICE REFORM IN VERMONT

compared to other states there is a large decrease in biased incidents as well as unnecessary use of force incidents. There is a pandemic of people who need the proper mental health care. These are the people that officers are dealing with on a daily basis.

607	Vermont does not need police reform. This is a knee jerk reaction to events transpiring out of our state. Vermont does not have these issues. We need to enforce the laws we have. We used to be a tough and proud state. Now we are bending our will to a vocal minority. For what? By listening to one off studies completed only when there is a perceived issue means the inherent bias that is "plauging" officers, is present in those completing studies and surveys. Kettle black? Also, this undermines the justice system as those jailed or charged allegedly went through an unbiased and fair court process. By saying burlington police is corrupt for having arrested more black people, than whites, for committing crime, period, is to say the attorneys, lawyers, qnd judges are equally as racist for participating in the process when someone is found guilty.	8/4/2020 10:32 AM
608	I would like to see Vermont work in concert with our Federal Partners and eliminate polictical interferrance into policing. We too often see ill-informed, un-trained actors or agents making statements of "fact" against Law Enforcement. Those sensationalized outcries often add churn into situations requiring calm. Perhaps we could require the media to be held to same standards as the Police.	8/4/2020 10:20 AM
609	More support for police not criminals	8/4/2020 10:15 AM
610	Defunding the police is not and will not ever be a viable option for our community. I believe if anything more funding is needed to make sure officers are able to receive the kind of trainings and education to help keep not only is as a community safe and protected but themselves as well	8/4/2020 10:09 AM
611	Think things have gone overboard and that most Police Officers are good and just. Take care of the problem ones and not punish the whole lot..	8/4/2020 9:42 AM
612	I love that police departments here are embedding social workers. My husband is a police officer and the kind of calls they get sent on are ridiculous. They're either trivial (canary in my yard) or beyond their training (suicidal). We need to have a frank conversation on what police are for. Do we need police for accident reports? No that could be a town employee. We should have healthcare response for drug issues. Mental health response for someone in distress. Healthcare or social workers for a wellness check.	8/4/2020 9:29 AM
613	Law enforcement personnel in the State of Vermont by and large do a good job with the resources available. I believe that there should be additional social and mental health personnel available to law enforcement or directly accessible by community members in their needs. Law enforcement personnel in the State of Vermont are stretched thin and under those circumstances operate to the best of their ability and do so well. With the thousands of contacts per month, the number of complaints or difficult arrests or use of force incidents is minimal at best. There are challenges in law enforcement, not every person is going to be compliant in their interactions. Law enforcement officers are people as well. Sometimes when you go to work you have a tough day. That officer may have just come back from a suicide they spent hours on and now they are trying their best to listen to you describe how you are having difficulties with your neighbor parking on your side of the street. Every situation is important, every moment can be challenging. Just because one officer was gritty with you or even talked back to you doesn't mean that they are a bad person out to get you. It could be that they just had someone attempt to strike at them, or they spent 5 hours standing in the rain so other people could protest how police are ruining the state. Do police officers make mistakes? Yes. But if you really look at all angles in many instances they do a great job. Those officers that make valid mistakes that hurt someone and it was the officers fault, they should be held accountable. Many people forget that police officers are people to and in most cases they don't go looking for trouble. People call them to it. The legislature places task after task, objective after objective and often it comes paired with level funding.	8/4/2020 9:27 AM
614	none	8/4/2020 9:24 AM
615	need to improve the courts before any improvement can be seen in policing	8/4/2020 9:19 AM
616	we need bigger change than reforming police. Incremental change is not protecting people of color, we need to dismantle the police and start over. https://www.youtube.com/watch?v=Q0smZ8oYe60 is a helpful (and amusing) overview :)	8/4/2020 9:13 AM
617	I doubt the above listed topics will have any positive effect. All the blame is being placed on	8/4/2020 9:12 AM

SURVEY ON POLICE REFORM IN VERMONT

the police. I see several of these efforts as a way to witch hunt officers.

618	License all police the same way you do with other professions following certification. Then either create or train OPR personnel to conduct investigations of wrong doing. Actually fund the change you seek. Recognize that not all police have the same training and fix that. You've given as lawmakers, the ability to have a new part-time officer (who can work full time hours) with two weeks of basic training, 6 ten hour shifts and 100 hours of classroom, almost the same scope of authority as an officer with 16 weeks of basic, 3 weeks of post basic and up to 6 months of OJT. And yet the public has no idea who will be responding to their crisis?	8/4/2020 9:11 AM
619	Stop making laws that don't solve problems that don't exist or as responses to crises that exist elsewhere. Stop taking actions without thoughtful and comprehensive input as to the plan of how to accomplish things and their impact on the community	8/4/2020 8:57 AM
620	I believe the Vermont State Police have been leaders and innovators to professional policing in the state and many of the ideas or intentions being studied have already been addressed by the state police. Many policies and practices are already in use that speak to the concerns of reform. A better understanding of what the state police does and how it operates with enforceable policies should be examined for potential replication throughout the state.	8/4/2020 8:34 AM
621	I was horribly offended by the way Burlington handled their public input for the vote to defund the police. You can't just take the opinions you want and filter out those who disagree. There were people calling in that had no residency in Burlington. If you are going to make drastic changes to the way something is done it should be by actual vote from residents (in a town or state level) versus anyone's opinion. Please find a way to make this a true depiction of what the resident's want.	8/4/2020 8:18 AM
622	No reform need	8/4/2020 6:58 AM
623	It can't be "punish the police" which it seems some city council members in some Vermont communities doing. Reforms must be carefully thought out and implemented wisely. Additional resources must be in place before reduction in police responses are begun. Training budgets are the last thing that should be cut, training budgets must be increased and the minimum standards to be a police officer should be raised. We should have well paid , highly vetted, professional , highly trained police officers working in our communities.	8/3/2020 11:20 PM
624	I am a strong supporter of increased physical training in tactics and techniques. That is hands on skills. These techniques allow officers to know their authority, their skillsets and their limitations. Similar to other martial arts, it breeds respect, humility, confidence and empathy. It also fosters a desire to improve other areas of an officers life, such as better eating and sleep habits, more hobbies and higher quality relationships. A better rounded individual makes a better rounded officer. Officers often delay using force or use too much force because they are not confident in their skills. Criteria for evaluating a use of force incident should mirror US Supreme Court case Graham v. Connor.	8/3/2020 11:06 PM
625	A minor POC was recently harrassed by Burlington Police. He and his family aren't willing to file a police complaint. I contacted the police commission. The person I contact didn't seem to take it as seriously as I do. I am concerned if it is like this in Burlington, how will reporting be in small towns? It would be great if there was a way to file a complaint to the state and have it investigated - someone outside the community.	8/3/2020 10:05 PM
626	More training and equipment provided to police. Hold defendants accountable. Hold States Attorneys accountable- prosecute law violations. FIPO is a crime outside of Chittenden Cty and the list goes on and on. If the police aren't supported- they will retire, leave before retirement or you won't be recruiting new officers. Look around the country. A more broad and fair analysis of race data on stops vs the "bias" in some of the criteria used during the collection and compilation of those stats-residents vs non residents and they were encountered based on a "law violation"- more integrity in the process. Statistics can be skewed.	8/3/2020 9:54 PM
627	Improve and strengthen individual departments' administrative process for disciplining inappropriate behaviors by their officers. For years the "bad apples" in departments have union protections that hamstring administrators from getting rid of these bad apples until they commit a firing offense. If departments have bad apples, they need to be fired. And administrators should be able to relate their investigation findings to inquiring departments who might be thinking of hiring said bad apple.	8/3/2020 9:34 PM
628	Uniform policies for everybody, statewide. When it comes to people of color, officers shouldn't	8/3/2020 9:23 PM

SURVEY ON POLICE REFORM IN VERMONT

fear pulling them over because the metrics might show that more people of color are pulled over. If a violation occurs, pursue equally regardless of race, period. Personally, I'd like to see more speeding tickets handed out to full size pickup trucks going 85 mph on the Interstate.

629	I don't think the system is broke in Vermont. Yes all departments should improve when problems arise and periodically as well. I just feel that it needs to be looked at rationally and not emotionally, which I feel it is now.	8/3/2020 9:06 PM
630	I don't see a problem with current police policies . I agree mental health and social work is needed more but the funding should not be taken away from police.	8/3/2020 9:00 PM
631	Better background, and psychological testing. Training officers to report any corruption they see. Be sure department heads and sergeants are not in the good old boy network.	8/3/2020 8:53 PM
632	Less vilification of our sworn officers and more understanding that there will be bad police officers. It's impossible to expect law enforcement to be THE profession where there is a perfect track record in terms of hiring, use of force, etc. Hold officers to the same standard as other professionals and don't expect perfection because it's a unattainable goal.	8/3/2020 8:51 PM
633	I would like to see the police officers given more funding so they can train better. I do not want to see our police departments stripped of money and then expected to train their officers better. I also believe that if you want more social workers, mental health workers, and other workers to alleviate the burden on police officers that makes perfect sense. But, to do that you have to leave the police budgets in place while you build up these other foundations. Once they are proven to work, then at that time we can determine if funding should be stripped back from our police agencies.	8/3/2020 8:19 PM
634	First in foremost should be the education of all school children to respect the law enforcement individuals and individuals, respect of all individuals and the local, state and federal laws. If is not about reforming the police as much as it is about reforming the citizens, the elected officials, as well as those in this country and state illegally. The police pretty much know their jobs, if people followed the laws of record, we would not have these stupid situations going on around the state and country.	8/3/2020 7:46 PM
635	They should be better equipped and armed in case the far left decides to do to Vermont what they've done to other states in the US.	8/3/2020 7:01 PM
636	I think defunding the police is insane. Vermont already defunded all the mental health institutions and it has been devastating. The police had to deal with all the fallback from that mess which they were never equipped to do. You can't just keep blaming everyone else after you wreck an institution. Stop trying to destroy the hard working people on the front lines and fund the police and mental health system so they can actually improve.	8/3/2020 6:46 PM
637	In my opinion, the police are doing an outstanding job and should NOT be subjected to unnecessary restrictions that are being imposed nationwide.	8/3/2020 6:06 PM
638	Generally, I feel that police do a great job. I do believe that there are cultural issues within the policing community that need to be addressed. For example, use of force when someone requires restraint. Certain physical restraints/holds can cause harm and police should be adequately trained on these. Police provide an important service to the community and are vital to public safety. If we work to address and correct issues, provide proper training and direction, I am sure that it will ultimately lead to a better outcome for all.	8/3/2020 6:05 PM
639	This seems like were trying to treat a symptom and not the disease. I guess I don't really believe the police are the problem. I think Vermonters handle race and equality issues really well. I would include the police in that statement, after all they deal with minority populations more than they should but that's because we are letting those populations down way before they ever have to have contact with police. I honestly think the police, at least in Burlington, are the best in the country.	8/3/2020 5:37 PM
640	Defund, abolish, and replace the police with systems that actually help people.	8/3/2020 5:10 PM
641	They have a dangerous job. I just want someone to take care of them. They are our nieghbors and family and i know they already take on a big burden and dont have a lot of support. The lack of support our officer's have been getting just makes me feel sick	8/3/2020 5:01 PM
642	It sounds nice to have accreditation and professional regulation, however, to succeed any accreditation MUST HAVE AN EASY WAY TO DE-CERTIFY individual police or departments.	8/3/2020 4:52 PM

SURVEY ON POLICE REFORM IN VERMONT

make it easy. Think about it as something that should occur often and then see if your system works. Most of the time for most professions, no one ever decertifies bad actors.

643	<p>funding for training of social workers to be embedded as part of police departments; or police to be dual-certified as officers/social workers- similar to system of teacher licensing- they can be certified in more than one skill</p>	8/3/2020 4:51 PM
644	<p>Again, a great place to start is with the Campaign Zero https://8cantwait.org/ policies. A starting place to work toward harm reduction. Data collection has also been proven to shed light on biases in traffic stops & arrests. So required data collection and data that is made public so police departments can be held accountable.</p>	8/3/2020 4:33 PM
645	<p>Have appropriate professionals for issues that are handled today by police, such as social workers, mental health professionals, etc</p>	8/3/2020 4:16 PM
646	<p>have more police so they don't feel isolated and thus feel they have to use more force then if 2 or 3 officers were present</p>	8/3/2020 3:37 PM
647	<p>Ending qualified immunity is a must for police reform in the state</p>	8/3/2020 3:04 PM
648	<p>Vermont Police are already leaders in the nation. However more money for training in mental health and de escalation will always be better.</p>	8/3/2020 2:35 PM
649	<p>Reform is needed and must be driven by circumstances here in Vermont. Horrific events have taken place across our nation, and can not be ignored, but VT reform should be based on Vermont circumstances. We spend time talking about military weapons yet I have not seen one report of a police agency actually possessing any.</p>	8/3/2020 2:22 PM
650	<p>I am not as supportive of citizen oversight as I am rebuilding trust in ability of police to resolve conflict and have appropriate consequences for misdeeds and overreactions.</p>	8/3/2020 2:15 PM
651	<p>Being in law enforcement could be very stressful, maybe police should routinely have a philological evaluation, just when there is an incident.</p>	8/3/2020 1:30 PM
652	<p>We need the police</p>	8/3/2020 12:50 PM
653	<p>More consistency of reform and policies across ALL Vermont law enforcement agencies. We also need to include criminal justice reform.</p>	8/3/2020 12:43 PM
654	<p>Decrease incentives for police to profit off of traffic violations. Remove lethaly armed police from enforcing traffic laws.</p>	8/3/2020 12:10 PM
655	<p>I hope the legislature will focus on reducing the functions that are performed by police, and creating alternatives such as mental health crisis support, and restorative justice practices.</p>	8/3/2020 11:51 AM
656	<p>More resources, more money put toward organizations and workers that will be able to work with and help the community, and thereby reduce the need for policing.</p>	8/3/2020 11:41 AM
657	<p>I think the police in our area do a great job. It does seem like there needs to be more accountability no matter where the police are located.</p>	8/3/2020 11:24 AM
658	<p>The goal should be to eventually faze out police in favor of unarmed specialized response crews. Police as we know them now should only be called in as a last resort. Just as we have dedicated parking police today, we should have dedicated traffic police, mental health crews, unarmed investigative units and so on. Reallocate resources saved from demilitarization to fund preventative programs like free housing for the homeless, free healthcare and well paid government jobs to build infrastructure.</p>	8/3/2020 11:22 AM
659	<p>A thorough understanding of issues with policing versus other areas which need reform, to include the need for legislative reform. The issues the United States are currently experiencing are not solely borne from police, but rather laws crafted and enacted by government laws which police are sworn to uphold.</p>	8/3/2020 10:56 AM
660	<p>Please investigate Saint Albans PD and report on it. There have been numerous alarming complaints and officers charged for misconduct (Pigeon family, Lawton, Schwartz, Daugreilh) this year with little follow-up reporting. Perhaps there is progress being made in private, but no follow-up reporting sends a message of ambiguous accountability. What is happening with their cases? How are they being held accountable for excessive force, rape, sexual assault, and other violent crimes? What steps are St. Albans PD taking time condemn this behavior and regain the trust of the community? As a civilian, the perception is that it's just a gang of small</p>	8/3/2020 10:48 AM

SURVEY ON POLICE REFORM IN VERMONT

town boys making nothing but excuses for each other's wrongdoings at the expense of the community.

661	The police have a difficult job and the legislature should not make it more difficult by enacting knee jerk legislation for a problem that doesn't exist in Vermont. The reactionary legislation passed and proposed is simply a solution in search of a problem. The police in VT do not need further reform.	8/3/2020 10:40 AM
662	I'd love to see the police academy training much longer and more in depth. I think it's very sad that I went to more schooling to learn how to cut hair than officers in training.	8/3/2020 10:34 AM
663	End qualified immunity	8/3/2020 10:12 AM
664	I believe the State of Vermont is adopting national issues which are not emergent in the state. Police use of force is not out of control or even unreasonable here. While there have been high profile incidents the officers involved have almost always been arrested and tried. I implore everyone making legislative decisions to use data, not emotion driven by images from other states.	8/3/2020 9:54 AM
665	Keep mental health and social services AWAY from police. These are absolutely essential resources for any community, but they should NOT be embedded in law enforcement. The teams should work in tandem, but separately and not with police in a position of superiority. Mental health services should be available in crisis situations without police presence.	8/3/2020 9:42 AM
666	I think Police in Vermont already serve as models for the rest of the country. I am concerned about panic created by the false perception, that the systemic racism prevalent in other parts of the county combined with incidents elsewhere involving a few bad actors, means our police in Vermont must be among them.	8/3/2020 9:41 AM
667	Filing a false police report should result in immediate termination of the police officer with a black mark on their record so they are never able to work in police/fire/security/positions of power again. It is incomprehensible that those people that we're supposed to trust to uphold the law can get away with lying.	8/3/2020 9:21 AM
668	N/A	8/3/2020 9:17 AM
669	It's been shown that diversity training is mostly an empty exercise. It doesn't provide the results that we need. Reallocating funds social workers and mental health workers so that the police are limiting the scope of the calls they answer is a good start.	8/3/2020 9:15 AM
670	All police agencies in VT are understaffed and underfunded. New mandates that include additional training and require additional equipment such as cameras and storage are too expensive for most agencies. There needs to be more funding in areas that helps law enforcement agencies meet the new mandates.	8/3/2020 8:54 AM
671	Please see my comments on the first question about working toward abolishing the police in Vermont.	8/3/2020 8:53 AM
672	Vermont's system of policing cannot improve in a vacuum. Implementing the items mentioned in this survey are a great start, but in order for policing to improve, other things need to improve, such as funding for our mental health agencies; decent, affordable housing; and more programs for drug and alcohol use disorders.	8/3/2020 8:45 AM
673	The police should NOT be allowed to continue to oversee themselves. Fox watching the hen house. Release of disciplinary reports required. Stop moving the bad apples around like the Catholic Church. Citizen/community oversight. ZERO funding or acquisition of military weaponry.	8/3/2020 8:26 AM
674	I don't really know what the "21st Century Policing Task Force" is. It would have been helpful to have a link to explain that before ranking the questions above.	8/3/2020 8:03 AM
675	Police departments should be properly funded as they are not. The legislature should look at ways to reduce the load for the police. The police are asked to do way too much, with very little resources. If you move to defund the police who are you going to find to do the thankless job.	8/3/2020 7:12 AM
676	Support your police. You have no idea the things they face daily. Support them with continued education but don't have their records become public. You're devaluing their safety in the process.	8/3/2020 5:52 AM

SURVEY ON POLICE REFORM IN VERMONT

677	Defund police. Livable wage, livable housing, and free high quality healthcare for all.	8/2/2020 11:36 PM
678	I don't wanna see the police killing innocent people. Especially blacks	8/2/2020 10:17 PM
679	I love that you are asking for input, thank you. At the same time I don't think this survey is particularly well designed. for example, in the first section I believe we should provide better funding for some social services, but not as an extension of law enforcement. There are some other questions that feel a bit biased and others where I don't fully understand my options so it's difficult to provide an informed opinion. I also don't see anywhere on this survey that includes reducing traditional police forces is an a possible opinion to be expressed by your responders. I also am uncomfortable with strict yes or no questions. I'd like an option that says undecided, or I need more information before agreeing or disagreeing. Again, I think it's very important that you garner community input, but the information you are asking for is only as good as your survey. I do worry about about potential bias and how then the survey results get utilized.	8/2/2020 7:02 PM
680	Vermont policing is fine. People need to realize that Vermont does a great job. Defunding police is ridiculous.	8/2/2020 6:29 PM
681	Ban on crowd control products use, new professionals with de escalation, mental health and substance use expertise with equal or greater authority to deal with the public. Ban on militarization of our police. Training for all national guard on de escalation based crowd control. No more tactics that result in permanent injuries to peacefully assembled persons. Increased use of drone and surveillance to isolate domestic terrorists and conduct informed arrests with specific acquired knowledge.	8/2/2020 4:21 PM
682	The goal of police reform should ALWAYS be on reducing the number of police in our communities, the number of people in our jails and prisons, and the number of families who are separated as a result of police-style social work enforcement. We should judge the success of our community by how much we are able to care for each other outside of a carceral system. Police don't reduce crime- they respond to it and often falsely increase it. Communities of care reduce crime, build interdependence, and ultimately reduce the need for violent uniformed officers on our streets.	8/2/2020 2:50 PM
683	Police reform is not really the issue. The police focus their efforts on what society and their elected officials deem to be important. The police do not pick the wars they are asked to fight. They are given a task by the people. If the police were really the bad folks we are reading about the number of incidents of police misconduct would be quite large. The Burlington Police Department responds to 30,000 calls a year. People are complaining about 3 incidents that have taken place offer the past couple of years. If you truly want to end use of force issues. Tell people to not break laws. If they decide to break laws tell them to surrender to the police instead of running from them or assaulting them or even killing the officer. If you want to handicap the police so they can not protect themselves or the public then just keep moving in the direction you are. establish all kinds of sounds good feel-good legislation.	8/2/2020 11:23 AM
684	Professional licensing board, with independent investigatory power, can keep unfounded reports confidential to protect officers privacy, restore public trust in process since agency isn't tasked with investigating its own, and problem officers can be rooted out & license revoked rather than passed along to other departments	8/2/2020 10:13 AM
685	It is crucial to dismantle the racism that is built into the institution of policing from its inception. If this cannot be done, then the institution itself must be dismantled and something more just created in its place.	8/2/2020 9:21 AM
686	More community services would lessen the need for police to respond to situation that they are clearly not trained for and are inappropriate to their role.	8/2/2020 8:31 AM
687	Non additional thoughts	8/2/2020 8:11 AM
688	The legislature needs to provide more funding for law enforcement. There needs to be more funding for mental health. Take law enforcement officers out of the equation and replace it with specialized mental health trained response teams. This is a state issue that should be funded by the legislature.	8/2/2020 8:05 AM
689	mario checchi was fired from his position as a part time officer in walpole.nh and essentially banned by the nh. pstc in nh for domestic assault and drug use prior to being hired in bellows falls, vt. that is the same mario checchi who t.j. donovan refused to investigate. Officer Mario A. Checchi, Walpole Police Department (DOH 11118/10 Part-time certified) requests extension	8/2/2020 7:11 AM

SURVEY ON POLICE REFORM IN VERMONT

through the end of the 157th Full-Time Police Officer Academy. This is a third request; the Council denied Officer Checchi's second request in April 2011 because this officer was under indefinite suspension at that time. An extension is required due to staffing issues and because the ending date of the 157th Academy exceeds six months from his date of hire. Staff recommends granting an extension through the date of the entrance fitness test and, if successful, through the end of the 156th Academy with the stipulation that Officer Checchi must remain actively enrolled in the 156th Academy. Motion to approve staff recommendation by Commissioner Wrenn, seconded by Chief Colarusso. Vote unanimous 11-0. Exeter on dec. 28th 2013 i was on my way to perform in saxtons river,vt when the car i was a passenger in was stopped for a headlight that had stopped working an hour or so before. i was ripped from the passengers seat, grabbed by the throat punched 7 times in the face, and choked until i was unresponsive, while my lifeless body laid face down in the mud and snow, 4 shots from a taser were shot directly in my spine. emt's who arrived resuscitated me and after 7 years and several surgeries i am once again whole. municipalities are looted by police. not only do we the taxpayers provide their salaries, but when there is a settlement stemming from misconduct by those people whom are already receiving their paycheck from us, the money comes from liability insurance paid for by us. what happens when you put a claim in on an insurance policy? the premiums go up costing us more in taxes. so not only do we provide them with a paycheck, we are also made responsible to pay the consequences for their misdeeds. how do we rectify this. one solution is to require officers to carry personal liability insurance, so when there is a settlement it comes out of their pocket if they lose their coverage then they cannot work.after all just to be able to get to the store in my car i have to have liability insurance. police should be no different.

690	Moving funding and responsibilities for mental health crises, etc. to appropriate agencies, and making sure that police work with those agencies is very important. Diversity is paramount. Immediate consequences for prejudicial, intolerant behavior should be power of any police force.	8/2/2020 6:34 AM
691	This surveys bias towards law enforcement is alarming. Keep cops trained, pay them well and continue to support them. That will repay itself with a professional police force wherever you go. Vermont law enforcement is in good shape. Don't beat down a good thing!	8/1/2020 11:36 PM
692	A clear, level headed approach that works hand in hand with law enforcement and community leaders to adequately identify, and address the problems that face Vermont law enforcement and the communities that they serve. A reform that allows for police to still do their job effectively and allows for a greater understanding as to what law enforcement does in a community, and for how a community can help law enforcement and their neighbors in cases of law enforcement misconduct.	8/1/2020 10:56 PM
693	We live in a bubble here in VT, Burlington (and Winooski) are ready the only diverse areas in the state. To lump all of VT with them is not right. Also I feel the state should have more control over what is happening in Burlington as the city council is not handling things properly, they is even less diversity on the council then at the state level. Support our police, do not defund, don't let the views of just liberal people influence all the the state.	8/1/2020 10:54 PM
694	More money should be spent on giving police more training after they have exited the academy.	8/1/2020 10:05 PM
695	Take DWB and such situations as actual information to help reform police behavior.	8/1/2020 8:58 PM
696	Civilian review boards are essential to offset the protective culture in policing communities.	8/1/2020 8:31 PM
697	More training and funding to assist agencies with continuous officer development! We also need to realize police need the proper equipment to be effective which may look militaristic and the public needs to be informed on these topics!	8/1/2020 7:57 PM
698	Please identify the problems in Vermont and don't base laws off what we see in other states. Vermont is leaps and bounds ahead of other states when it comes to where policing should be.	8/1/2020 6:08 PM
699	I would like to see a drastic reduction in the police budget.	8/1/2020 6:07 PM
700	One size does not fit all	8/1/2020 5:42 PM
701	People. With. Learning And Mobility Disability. Needs to be represented In a way of fair policing Under American with disability act law	8/1/2020 5:37 PM
702	It's time to examine why we have police forces, and what are alternative ways of keeping	8/1/2020 5:35 PM

SURVEY ON POLICE REFORM IN VERMONT

people safe. Mental health needs more attention. Reducing income inequality; reducing partisanship; reducing providing well-thought-out safety nets are areas where progress could reduce crime.

703	Vermont law enforcement us unique in that it has avoided most of the pitfalls bigger states have encountered. VT is bias free and those officers that are found to have committed criminal or improper acts are dealt with appropriately.	8/1/2020 5:25 PM
704	Reduce mandatory minimum sentences on federal & state level. Require racial impact statements be for all criminal justice bills.	8/1/2020 5:22 PM
705	I would like to see some consideration given to the fact that Vermont police are currently being punished for actions taken by officers thousands of miles away. Blaming police for the consequences of others' actions is unfair, as is any blame spread upon a group of uninvolved persons who share a characteristic.	8/1/2020 5:18 PM
706	Most effective change happens by having discussions at the local level. Statewide mandates, policies, etc are unproductive at best and again, the needs of each municipality is different, as are the standards and practices of each department.	8/1/2020 4:37 PM
707	Why is there not more funding on mental health assistance and social work. Police are forced into a no win situation. Additionally, the judiciary needs to step up in sentencing equality because DOC get the bad rap for housing more persons of color and marginalized people. They have no say of that the SA's and courts handle that.	8/1/2020 4:30 PM
708	It's worth stating up front as to the Actual Problems Known in Vermont -- we're riding the national wave of movement and we ALSO have to ask "which of this applies here and where?" We may or may not have the same problems or solutions as new york, Colorado, Oregon.... do we even know? I'm not saying "do nothing just study" but I am saying that for each solution proposed, we ask and answer "which Vermont-occurring problem will this solve".	8/1/2020 4:09 PM
709	It's hard to have an oversight board with civilian if they do not understand or have the knowledge of what being a police officer is.	8/1/2020 3:45 PM
710	Asking citizens to rank these choices and decide which are important is insulting. These are all bare minimum reforms that hardly scratch the surface of the problem. Police need to be defunded by at least 30% and that money needs to be invested back into Black and Brown communities, mental health facilities, affordable housing and education. The police who do remain in service need to be completely retrained. New recruits should be psychologically tested and should study for at least two years before becoming officers, and they should be trained every six months in peaceful deescalation techniques.	8/1/2020 3:45 PM
711	Less intervention from legislators who dont know the profession. Also for legislators to not have a knee jerk reaction to political and national events when as a state we are ahead of the curve.	8/1/2020 3:07 PM
712	Not all police need a gun at all times. No unionization for police they must only join associations or orders as occupationally appropriate for jailers shacklers and not like a carpenter would or as jurisdictional duty or if a portion to a Chiefs Office. Decriminalization of initial encounters with the law and for juvenile infractions, Decriminalization of drug use and possession of usable amounts, and solicitations, panderings, prostitutions, and disorderly conduct and initiation into civil proceedings for initial misdemeanor offenses instead of the issuance of criminal citations at 1st 2 misdemeanor offenses. Less imprisonment for misdemeanor offenses and maximum penalties of 25 years with 21 year dangerousness extension sentences with routine review for capital or serious felonies. No night time warrant house raids executed without serious immediate cause and for serious offense rendering immediate arrest or investigation and not used for flight risk pattern unless substantive serious felony of capital offense is alleged or found. Less police officers and act as civilians not militants, take intelligence and rely less on military hardware as that is a US 3rd amendment violation and intimidating all on it's own without merit for accepting such hardware or even using it on the domestic populace. No need for assault on Officer laws and reduce seriousness for resisting arrest, obstruction administration, evading, and such...	8/1/2020 1:59 PM
713	the police have always adapted to the changes asked by the public. it is a profession that has constantly evolved for the public it serves. lately the public has shown less levels of respect to police, blaming the majority for the mistakes and wrong-doing of the few. 99% of LOEs perform their job in the manner of professionalism we expect, yet everyone seems to think they should be better than the already high standards set. Raise the bar and the police will improve to meet	8/1/2020 12:16 PM

SURVEY ON POLICE REFORM IN VERMONT

those standards, however, when will the community raise their standard of decent moral behavior, mutual respect and understanding?

714	More money for training	8/1/2020 12:15 PM
715	See comments above	8/1/2020 11:12 AM
716	Communities are safe when material needs are met.	8/1/2020 10:17 AM
717	Police should not enforce traffic violations. Install cameras that send fines for violations. Take humans out of it. They do this in Mexico because there was so much police corruption. Now fatalities and accidents have decreased.	8/1/2020 9:55 AM
718	Police wellness and blue trauma healing is essential - need to bring love into the hearts of officers.	8/1/2020 9:18 AM
719	We need more police and more funding for same in this state. Vermont does not support its law enforcement and continues to provide less and less support. We don't need reform; we need better pay, benefits and professional development.	8/1/2020 8:00 AM
720	Vermont does not have a problem. The problem is our politicians who are trying to pass a political agendas. Look at how well this has done in other Democrat run communities across our great country. George Floyd's death was wrong! Nobody can contest that. If I went to a McDonald's in Florida and had a bad service I would be an idiot to say everyone who works at McDonald's is a worthless employee! McDonald's needs to reform and change!	8/1/2020 7:11 AM
721	The law requiring that police cannot use any force related to pressure on the neck is ridiculous and risks police lives to make people feel better	8/1/2020 6:01 AM
722	The focus is on police because police are the public face of the criminal justice system. The legislature hampers the effectiveness of police through the create of unrealistic and repetitive laws. If there is police reform. All parts of the the criminal justice system need reform, corrections, judicial, dcf, mental health ect.	8/1/2020 3:28 AM
723	Vermont doesn't need to change. If anything we need to fill the voids and hire more officers and allow them to protect our citizens freely.	8/1/2020 12:03 AM
724	Not all training is effective	7/31/2020 11:34 PM
725	This entire survey is designed based on the premise that police reform is necessary in Vermont. I do not know that reform is needed. Certain things like body cameras would be good that is not "reform." Stiffer penalties for falsifying reports...? What penalties are in place now? How often does it happen? Where is the evidence?	7/31/2020 9:57 PM
726	Question #5 wasn't clear on how to answer. I kept entering numbers and they would disappear. Instructions in the question should have said "Rearrange these in order of importance."	7/31/2020 9:52 PM
727	More options for rural policing.	7/31/2020 9:42 PM
728	Keep the legislature out of law enforcement and allow the Chiefs/ Sheriffs and Colonel do do their jobs for their departments. Stop using Law Enforcement as scape goats to further Political Agendas by the left. Worry about why offenders are allowed to repeatedly violate the law and walk the streets to reoffend again and victimize citizens.	7/31/2020 8:36 PM
729	Better data collection and fair analysis of same (use of force, traffic stops and other detentions), healthy culture that is community oriented, early intervention systems for police, internal investigation standards, more focus and training on crimes that really hurt the community— DV, sex assault, child exploitation, etc.	7/31/2020 8:34 PM
730	People seem to hate the police until they are victims of a crime. There are bad people in every profession, doctors, teachers, truck drivers, food service workers. No industry is void of bad people. You can't blanket punish all police officers because of some bad ones. And honestly most cops that have 'issues' are because of lack of support from YOU! You blame the outcome instead of being proactive and helping police. Body cameras are great. Giving public access to them should be protected just as HIPPA protects private personal information. I guess it's easier for you to restrict the good guys then to actually hold the bad guys solely accountable. Great job.	7/31/2020 8:33 PM
731	Leave it alone, Vermont is already ahead of the rest of the nation	7/31/2020 8:17 PM

SURVEY ON POLICE REFORM IN VERMONT

732	Make it easier to fire and report bad police no transferring to get rid of bad cops, better uniformed training	7/31/2020 7:59 PM
733	Increase alternatives to policing in an effort to phase it out. Police should not be the ones handling non-violent issues and it doesn't work to "retrain" them on how to do so.	7/31/2020 7:59 PM
734	Get the Legislature and state government out of the conversation. Empower the local communities to establish this.	7/31/2020 7:52 PM
735	I think they are already doing good This is all about the politics this year and everybody knows it	7/31/2020 7:48 PM
736	Regional police departments to provide more a higher level of service to the public and create the opportunity to a wider range of professional experience for individual officers. Improves expertise and provides more access to career advancement.	7/31/2020 7:45 PM
737	Instead of police reform, I'd like to see court and law reform. The police can only enforce what the laws allow, but judges choose to make rulings beyond their capacity that affects the rest of the population. The bail reform that happened here has done nothing but harm to our community. When someone is arrested for a violent offense, chances are high that they will not be held prior to trial, thus increasing the chance of recidivism. Judges allow suspects to violate court ordered conditions over and over again with no consequences, and crimes are being committed against people because nobody is holding these suspects accountable.	7/31/2020 7:18 PM
738	I love the out reach they do here delivering meals going above and beyond	7/31/2020 7:16 PM
739	Please remember that these situations aren't black and white...there are gray areas. Not everything is as seen on tv. You will have no police officers if you continuously put them in danger and take all of their ability to make decisions away. If we could do that ourselves we wouldn't need police at all, right? They all go to the same police academy. They all learn the same things. Get rid of the bad officers and take care of the good ones.	7/31/2020 7:11 PM
740	Improved funding for departments to encourage higher education and include incentives for doing such. Make it a career that people actually want to do. The good ones are leaving or not applying due to the lack of support and lack of financial incentives. It is not an easy or pretty job and then we just berate them for everything not understanding what goes into it.	7/31/2020 6:41 PM
741	I'm curious how we can get mental health systems and drug treatment systems to be available 24/7. I keep seeing cops going to things that they don't have any business doing, but I know from calling mental health systems that they're not open at 2am, and I get stuck calling the cops. Which sucks. It's not they're job, and they shouldn't be doing it. Why am I stuck calling the cops? Why aren't the people who are trained to do it actually doing it?	7/31/2020 6:39 PM
742	Our police are not psychologists, social workers or doctors. They are under-trained. Our police forces are filled with men & women who are under-trained; many have anti-social tendencies. Our police forces need to have better, longer training. We need to spend more money on education of our police forces & we need to stop asking the police to be social workers & psychologists. I know our police system is severely damaged: I, a white, well-educated, older woman am afraid when I have contact with a police officer. I have no reason to be afraid but I do not feel I can be sure of my treatment by a police officer. For many others in our communities their fear is justified again and again. This is wrong. All Vermonters should be assured that their lives are not at risk in an encounter with the police.	7/31/2020 6:15 PM
743	I'd like to see more support for our dedicated law enforcement professionals Who do a job NO ONE else wants to do. You want to offer more training? fine. but tell me who the hell you're going to call when godforbid someone tries to enter your house and steal from you and hurt your family. Go call a fucking social worker. I support LEO	7/31/2020 6:01 PM
744	Police are not the problem in this state. Any "civilian oversight" must be accompanied with an extreme amount of training to understand police work and law enforcement. Just as medical review boards are not comprised of non-medical personnel, neither should police oversight groups that seek power to discipline and terminate police officers.	7/31/2020 5:32 PM
745	More gatherings of police and local communities.	7/31/2020 5:21 PM
746	its a process and not going to be completed at once. I think its important to understand it will be something to work arg to keep working on	7/31/2020 5:20 PM
747	I'd like to see jiu jitsu and wrestling taught more to police departments	7/31/2020 5:16 PM

SURVEY ON POLICE REFORM IN VERMONT

748	This is a solution looking for a problem. We are Vermont, not California.	7/31/2020 5:14 PM
749	Factual and data based research prompting discussions regarding the field of police and police reform as opposed to emotionally charged and driven knee jerk responses. There is change needed, but it needs to be thought about and discussed at length instead of implemented without research to back it.	7/31/2020 5:12 PM
750	Give public better access to see what training police officers receive. Provide funding for recurring and refresher training for police officers especially in smaller departments with less access to training	7/31/2020 5:11 PM
751	My husband is a police officer. A good one, who's trying his hardest to do his job with all this happening. Who's trying to get the bad guys off the streets so our 2 young sons are safe.. so the people are safe; So he can come home. He's a great cop who loves his job. But there's part of his job that civilians just don't (and won't) understand. That civilians shouldn't have access too. People are just being nosy and want to know things that they have no business knowing. I understand there are bad cops out there. But with everything people are trying to change, it's making it so the good cops can't do their jobs either. That's not a society that I want to live in or raise my children in.	7/31/2020 5:02 PM
752	More funding now	7/31/2020 4:54 PM
753	Fund the police	7/31/2020 4:48 PM
754	All legislators should attend force on force training scenarios and see the challenges before they change anything.	7/31/2020 4:35 PM
755	Police do not need reforming. Citizens need to be held accountable for their actions. Vermont Law Enforcement are some of the most patient officers when it comes to use of force. If people weren't being told to resist and not comply with officers, they wouldn't need to use force.	7/31/2020 4:21 PM
756	I think the two most important things are training for police (de-escalation, diversity training, etc.) and refocusing of funds from policing to mental health and social work. There are important tasks for policing, but many of the situations that currently involve police belong in the hands of social services.	7/31/2020 4:13 PM
757	The 5 items listed in question #5 I'm not sure are an answer to anything. Police if they are found to file false reports are subject to "Giglio violations" affecting Officer's credibility and ability to stay employed. Access to police disciplinary records I believe the labor board would have something to say about this. More training, Officer are required 16 weeks at the VPA now and 30 hours a years along with mandated trainings for domestic violence, use of force, cultural training, de-escalation training, firearms training, not to mention if you are in a special unit requiring on going training to remain certified such as in the Special Investigation Training.	7/31/2020 4:07 PM
758	Training and education in the police department is very important - however, these alone will not be enough to address the problem. There must be serious consequences for the use of violence by police, or else they may still reflexively default to excessive force in stressful situations.	7/31/2020 3:31 PM
759	More money diverted to social workers and mental health professionals who are equipped to de escalate situations instead of police. Officers held accountable and fired for racist actions. More education in schools (required curriculum) about the systemic racism of the policing system in America and mass incarceration of Black and Brown Americans.	7/31/2020 3:11 PM
760	More frequent training on policing methods for Police Chiefs and management training for police chiefs.	7/31/2020 1:58 PM
761	Standard training not based on employment status. Such as training for full time verses part time. It's the same job so you should have the same training.	7/31/2020 1:54 PM
762	Trying times all the time Destruction of minds, bodies, and human rights Stripped of bloodlines, whipped and confined This is the American pride It's justifying a genocide Romanticizing the theft and bloodshed That made America the land of the free To take a black life, land of the free To bring a gun to a peaceful fight for civil rights You are desensitized to pulling triggers on innocent lives Because that's how we got here in the first place These wounds sink deeper than the bullet Your entitled hands could ever reach Generations and generations of pain, fear, and anxiety Equality is walking without intuition Saying the protector and the killer is wearing the same uniform The revolution is not televised Media perception is	7/31/2020 1:42 PM

SURVEY ON POLICE REFORM IN VERMONT

forced down the throats of closed minds So it's lies in the headlines And generations of supremacy resulting in your ignorant, privileged eyes We breathe the same and we bleed the same But still, we don't see the same Be thankful we are God-fearing Because we do not seek revenge We seek justice, we are past fear We are fed up eating your shit The protector and the murder should not be wearing the same uniform!

763	I would like to see all police investigated and any police with proof of violence should be immediately terminated	7/31/2020 1:23 PM
764	I think there should be a bigger focus on social work and mental health.	7/31/2020 1:08 PM
765	Stop letting police walk around in full military gear! Demilitarized them, get them back to protect and serve, change guilty until proven Innocent, back to innocent till proven guilty	7/31/2020 12:55 PM
766	Vermont police are the most professional police in the nation. These issues exist outside of Vermont. This is trying to solve a problem that doesn't exist.	7/31/2020 12:53 PM
767	I think we need to have more training for the public to be aware of what the police have to train for and then deal with in real life. That way there is a better understanding of polices and procedures.	7/31/2020 12:50 PM
768	More women! More People of color, although I know that's hard in VT, but try!	7/31/2020 12:31 PM
769	SROs out of schools	7/31/2020 12:24 PM
770	First off, I don't appreciate being forced to answer question 5. I don't like any of those ideas and my answers for your information are random AS I WAS FORCED to answer.....with that said think you are barking up the wrong tree. Work on the drug problems. work on the educational system in Vermont this has CLEARLY been failing BOTH our students with disabilities and our students of color. Black people in Vermont are more highly educated than most white Vermonters, in fact, 37% have at least a bachelor's degree — the highest share of any state, where as white people in Vermont rank at 35%. We have one of the 'highest home ownership rates of black people in the nation. Vermont has THE LOWEST income gap between blacks and whites in the nation at just around \$4000 nationally its around \$24,000. AND all this before Governor Phlip Scott hired the "equality" person. Seems to me we are wasting money on her. I don't think any changes need to be made to our current way of policing...we do need to work on actually making sure ALL sides are heard and not just one when they are screaming. AND we need to not support the Marxist organization purporting to help Black People, when they don't.	7/31/2020 12:22 PM
771	I feel that the VCJTC needs to increase training and do away with the Military style training. Their is no evidence based to show that being yelled at and running an academy like a military boot camp helps. Need new physical fitness standards VT has a higher standard than most states. Need good mental health training, all officer should have a 4 year college degree.	7/31/2020 12:20 PM
772	Filing a false report should result in immediate termination. Terminated officers should not collect pensions or benefits. There should be absolutely no incentive for abuse, and strong incentive for honesty and transparency. Police already do not sufficiently abide by the laws they enforce -- we all see it in mostly benign forms when they run red lights, speed, etc. Likewise, policing efforts should not be profitable or revenue-driven. The financial incentive of ticketing and fine systems is perverse. I truly believe that "defunding" in the sense of greatly reducing the responsibilities of police forces and largely eliminating violent tools is the only way to ensure justice. Pay the ones that remain a lot more, sure, but we don't need a third of municipal budgets going to addressing crime and disorder after it happens.	7/31/2020 11:52 AM
773	What outcomes are legislators seeking? What outcomes are they trying to prevent? As a percentage of total call volume, the instances in which negative outcomes occur are vanishingly small. In what other profession would a >1% error rate occasion calls for massive reform and even abolition?	7/31/2020 11:41 AM
774	none	7/31/2020 11:33 AM
775	I'd like to see more consistency with who is charged with a crime. I work with students in Central VT, and the number of them that have been caught drunk driving, smoking weed in their car, or driving recklessly and given warnings is astounding. The students are proud of what they get away with. Granted, only the White students brag, so it's hard to tell if they are just less concerned with consequences or if they are more likely to get off with a warning. On the positive side, I've heard good things from students who have engaged in Restorative	7/31/2020 11:33 AM

SURVEY ON POLICE REFORM IN VERMONT

Justice due to a criminal offense. For what I've heard, they feel like they were held accountable and felt better about the fact they were able to make amends. The consequences felt reasonable and affirming of the offending student's worth.

776	I'm not sure elected citizen review boards would have the desired effect. These could easily be either co-opted by law enforcement organizations or have such poor relations with law enforcement as to be ineffective. Having investigatory and enforcement power, however, is essential. Purely advisory boards are of little value except as window dressing.	7/31/2020 11:30 AM
777	Civilians should have no impact on judging officers. They don't understand the training and unless they are familiar with the stresses and policies involved in policing, they shouldn't be able to determine an officers fate. No civilians review boards for politicians? When politicians get it, then you can add it to policing. Let the hero's do the job.	7/31/2020 11:21 AM
778	Lots of discussion to help communities resolve the tension between points of view between differing opinions in the community to quiet the anger and division that is occurring.	7/31/2020 10:58 AM
779	Generally speaking VT police are ahead of the game on the national level with problem spots being rare, but there should always be continuous improvement.	7/31/2020 10:55 AM
780	I admit I do not have an idea of how Vermont handles the training of its law enforcement. I hope some of these ideas of de-escalation, and education on how to handle differing incidents, are already in place. I do not think police should have more on their plates other than protecting the citizens of Vermont. We should have a robust group of agencies to handle mental health issues. I am really against the use of military tactics, weaponry, and dress for police. We have a National Guard which should take on any situation which needs a military response.	7/31/2020 10:40 AM
781	Bias training, greater use of social services, no tolerance of unequal treatment of people of color and minorities.	7/31/2020 10:29 AM
782	I do not support the defunding and dismantling the police force. I can support the addressing of mental health, poverty and homelessness with changing policies that encourage systematic racism. We can have police and a fair system- it's not either or. I am glad that time is being taken with these decisions. If there is a citizen oversight then it needs to be people of all backgrounds.	7/31/2020 9:58 AM
783	Reduce their budget and put that money into improving addiction and mental health treatments.	7/31/2020 9:21 AM
784	Police are tasked with keeping the peace and dealing with criminal behavior. It is unacceptable for them to respond to a situation that is best suited for a mental health or social work professional. It is vitally important that police be accredited and educated on POC culture and the racist history of this country.	7/31/2020 7:42 AM
785	Better screening of background for officers	7/31/2020 7:11 AM
786	Who started this BS anyway? My thought is in training and weeding out the bad apples in the ranks.	7/31/2020 6:58 AM
787	No military grade weapons. I am of the opinion that an overworked cop is dangerous and a bored cop is also dangerous. A balance needs to be found. Some towns seem to have too many police while some don't have enough	7/30/2020 11:37 PM
788	inclusion specialist working in the departments. Every department should be under contract with a local agency around diversity, Equity and inclusion	7/30/2020 10:39 PM
789	Shift funding to allow mental health and community social workers to respond to crimes when appropriate.	7/30/2020 8:46 PM
790	You do realize question number five reads as if the decisions have already been made. A citizen review board of police work? The Salem witch trials are coming to mind	7/30/2020 8:43 PM
791	greatly reduce police funding and replace a considerable amount, if not all, of the existing system with one designed for peaceful and kind resolution	7/30/2020 8:31 PM
792	Sending the social worker out on a police call they don't even like to answer their own calls for service. Mental health in this state is laughable most of the mental health workers don't like to go out to their clients claim that there's too scared of them and need a police officer to go with them so what good is top loading a bunch of social workers into a police department when the police are still gonna have to hold their hand Mental health is a huge industry here in the state	7/30/2020 8:22 PM

SURVEY ON POLICE REFORM IN VERMONT

of Vermont Yet it seems that police end up going around and having to take better care of the mental health people than their mental health workers do themselves

793	We should look to European models where police officers undergo years of training and are limited to the protection of its citizenry.	7/30/2020 8:19 PM
794	Abolish the police!	7/30/2020 7:58 PM
795	As a Bennington resident, I've been actively asking the Select Board to implement a civilian oversight board since January 2019. I don't feel that Curtiss Reed or anyone on the Select Boars has heard the community's concerns. I also find it incredibly problematic that Stu Hurd has been in his role as Town Manager for as long as he has. It's a boys club with Stu Hurd and Chief Doucette and there's no accountability. They look out for each other and don't want things to change. It's incredibly problematic and in my opinion, needs to be completely rebuilt and we need new people in all of these roles.	7/30/2020 7:46 PM
796	I don't feel that Vermont has very many policing issues but the court system needs an overhaul as the same criminals get arrested constantly in Windham County and released only to be picked up again for the same crimes.	7/30/2020 7:33 PM
797	Fire racist, sexist, homophobic, and transphobic officers or those with a history of violence	7/30/2020 6:40 PM
798	None	7/30/2020 5:19 PM
799	Staffing for violent vs mental health crisis vs nonviolent police calls. Range from unarmed social workers responding to armed police officers. Use of armed police officers should be greatly decreased.	7/30/2020 4:53 PM
800	All officers involved in excessive force suits should be FIRED immediately and permanently. All officers should have body cams on and functioning at ALL times when interacting with the public. ALL body cam footage should available for civilian oversight committees to review in ANY case.	7/30/2020 4:53 PM
801	leave the police alone and let them do their jobs. Any time the government gets involved it will be worse	7/30/2020 4:46 PM
802	Broken record: we need to defund the police and allocate funds to other social programs to provide resources for the community especially for young children. We need more social/emotional learning for our community.	7/30/2020 4:39 PM
803	Any applicants to be police should be thoroughly vetted and have a long probationary period with overwatch and reporting by behavioral experts.	7/30/2020 4:29 PM
804	I think use of force and reliance of firearms and tasers is the biggest tragedy here. I understand the need to defund the police but there is no explanation of where this money would. Addiction help mental health treatment homelessness I doubt any of this money is earmarked for these people rendering them vulnerable. In burlington the pressure to clean it up make it a tourist attraction has left those people also defenseless and vulnerable. The attitude of the police department to criminalize certain behaviors is discrimination and abuse. The fact that these people are not considered part of the community and expendable has to stop. The prior solution of looking outside of Burlington for leadership was a disaster. Let's solve our own problems together.	7/30/2020 4:16 PM
805	Having only a handful of city in VT and most of them rural . Vermont is having a knee jerk reaction trying to please a small base of people. Once you start micro managing police you will have no police that will be effective and why would any on want to risk there lives . Leave the police alone and worry about the opioid issue in Vermont.	7/30/2020 3:38 PM
806	Better Bias training.	7/30/2020 3:36 PM
807	Put systems in place to collect meaningful data and make evidence based decisions. Additionally, "training" related to systemic racism and implicit bias will be most effective if developed and delievered from academia. This education needs to begin at the police academy.	7/30/2020 2:29 PM
808	I think it is important that a diverse group of citizens be included in any rule making process related to law enforcement in Vermont. These folks should actively be sought out, rather than the expectation being that they will come forward before that process begins.	7/30/2020 12:40 PM
809	1. Review all duties of police, and ask "Could someone else be trained to do this job better in	7/30/2020 12:37 PM

SURVEY ON POLICE REFORM IN VERMONT

the common scenarios?" For example, issuing citations for traffic violations does not need to be done by armed police. If there is a concern about the person being pulled over (or that is being considered to be pulled over), then police backup could be requested. Establishing an unarmed group of traffic "police" would immediately reduce the risk of escalation and death to those being pulled over. Similarly, if someone seems to have a mental health concern, a mental health professional should ALWAYS be the first call, NOT the police. See the CAHOOTS program in Eugene, OR as a model for what we should implement. <https://whitebirdclinic.org/services/cahoots/> 2. Given a narrow scope of duties, consider training and background necessary to do the job with a minimum of collateral damage. Prioritize hiring policies that identify candidates who are already trained in implicit bias, de-escalation, and community engagement. These should not be short trainings after hiring. If the police demand that candidates are skilled in this, police academies will have to start training these things to get their graduates hired. To the degree possible, also advocate for and fund these trainings and requirements in academies. 3. Within the police force, implement all oversight that allows for impartial observation of events that go "wrong". Body cameras, oversight committees, clear expectations and mandates on deescalation and non-lethal force options should be a given. As public servants trusted with reducing crime instead of causing it, we expect that the police are willing to be in the public eye.

810	I think recognizing that the concept of law enforcement is not the problem, but the corruption of our legal system and failure to hold police to a higher standard is will be a huge first step in enacting a better system. Expecting the same level of training/education as other members of the legal system, such as lawyers, is also a step in the right direction. Including BIPOC folks and the LGBTQ+ community in these conversations is also a huge part of ensuring cultural competence. I think better funding for mental health resources is definitely needed, but there are some crappy social workers out there and expecting them to be the answer is a recipe for failure. I'm also terrified by what "citizen oversight" and "community policing" can lead to. My brain goes straight to George Zimmerman or those lunatic lawyers brandishing automatic weapons at protestors walking by their house. I don't think empowering citizens to police their communities is the progressive solution people imagine it to be when they suggest it.	7/30/2020 12:26 PM
811	None	7/30/2020 12:18 PM
812	More funding for more recruits. Spread out the work load as much as possible as to not burn out our officers! Maybe more civilian peace officers?	7/30/2020 12:04 PM
813	Vermont is the best place to live and work. We need to fund our police so we continue to have the best serving and protecting us.	7/30/2020 10:38 AM
814	Vermont continues to be one of the safest state to live in because of our excellent policing. We are a tourist state and we need to account for people visiting Vermont that get arrested as part of our demographics. Out of state drivers on our highways tend to drive faster and more erratic. Census data is inaccurate and should never be used for comparing crime and traffic stops to. Vermont legislatures have failed at racial justice reform. Courts and prosecutors put people in jail, not the police. And the court let's them out.... Why don't we have data from the courts? Why don't we have data on judges? The state police put their data right on their webpage and have for many years!	7/30/2020 10:31 AM
815	Again, the legislature makes laws not policies. They can make law requiring policies be in place for all departments but should not set policies.	7/30/2020 10:23 AM
816	The police are vital and should never be taken for granted. But we need provide them with the training to do their jobs and do it well. And the public needs to understand that not all issues are solved by "talking it out" and some require use of force. There should be standards and policies in place about that use though.	7/30/2020 10:01 AM
817	I'd like to note that the idea of racism in policing has been outrageously overblown by media and that though this questionnaire does not focus on that issue, this reform effort may be motivated upon unsound ideological assumptions. That said, I'd like to see police held to a very high standard in VT but also praised and rewarded for adhering to that standard. I don't want a situation where police are demonized and defunded, and crime is something we have to live with and accept on the basis of "equity".	7/30/2020 10:01 AM
818	i would like to see VT aim higher than what is listed here. Adding social workers is not enough (and i say that as a social worker) we need to look at diverting funds to prevention and treatment options, so we can decrease the need for policing.	7/30/2020 9:36 AM

SURVEY ON POLICE REFORM IN VERMONT

819	Economic reform, Economic reform, Economic reform! Everything else is only treating symptoms!	7/30/2020 9:32 AM
820	Policing as institution is not broken; it's functioning exactly as intended and THAT is the problem. We cannot reform a system founded in racist roots such as slave patrols. I support removing police officers from schools, adding independent citizen oversight, and divesting funds from policing that we can invest in our communities. Particularly to support BIPOC residents.	7/30/2020 9:09 AM
821	I would like to see more money going to mental health and support services. I think mental health first responders should be available in every town. And they should sometimes accompany police as well. Police should be trauma informed. The focus should be on deescalation and getting people the support they need to make better choices. Police should also make amends and take responsibility for their role in upholding racism publicly. And they should make clear commitments to repairing that harm. Policing was first used to uphold slavery and not much has changed. Our prisons are overflowing with black and brown people. They need to be released and this needs to stop.	7/30/2020 8:51 AM
822	I believe the police officers of addison county are generally good on all levels. Im not a criminal so that comes from a place of privilege. More officers of color would be beneficial. Accountability and public access to disciplinary records would also make the community happier.	7/30/2020 8:29 AM
823	Like all reform, focus on education. More funding, not less, helps to enact change and will help law enforcement in Vermont in effective community policing	7/30/2020 8:24 AM
824	I chose 1's for the previous questions but it's not showing that	7/30/2020 8:10 AM
825	I feel that police officers should be given the training, mental health services and support they need to do their job. When citizens act out, fight, disregard directions and attack the police officers, police officers need to be able to protect themselves and protect the community. I do not want non-law abiding citizens in my town, county or state and do not feel that they deserve to have more rights than I or the law enforcement community.	7/30/2020 8:10 AM
826	Mandatory equity training professional development lead by outside agencies. Periodic town hall style forums for public.	7/30/2020 7:56 AM
827	I support the police departments. I believe they need more training and education but I also believe more citizens who are "unhappy" with the way the police are should consider civil service	7/30/2020 7:41 AM
828	More focus on keeping children safe from predators	7/30/2020 6:50 AM
829	Reparative practices, eliminate leverage federal charges for state cooperation and confidential informant privileges	7/30/2020 6:37 AM
830	Emphasis on collaborative community responses to public safety. Mental health. Substance abuse. Economic opportunities. Housing and health care. You know'takes a village' mantra. It's an enormous shift from our culture of'survival of the fittest'.	7/30/2020 5:33 AM
831	Considerations from the community like this. More community and civilian involvement. Oversight and continued voting on cops and such..	7/29/2020 10:26 PM
832	Police need to communicate more with mental health services and social workers, before restraining suspects who are not brandishing a gun.	7/29/2020 10:11 PM
833	I would like a statement from all VT police departments condemning the actions of police officers in places like Minneapolis and any officer who refuses to sign must resign. As a person of color in VT, I am extremely worried that our state employs police officers who are not willing to public condemn those actions out of some misguided idea of "brotherhood" that denies the humanity of others. I also think that police should have embedded within departments/stations staff who are there to address non-violent or non-police situations, i.e. social workers, mental health professionals, etc.	7/29/2020 9:31 PM
834	I'd like to see more support of local law enforcement. I see more and more towns relying on the VT State Police to cover their towns, and I think they are being stretched too thin. They should not have to deal with small town issues that should be the responsibility of a town's police department.	7/29/2020 9:28 PM

SURVEY ON POLICE REFORM IN VERMONT

835	police should go to jail when they break the law. I am writing from my 30 year experience in Boston, not my 2 yyears in Vermont, but the police get a pass all the time. They need to obey the law. when they don't, why should anyone else? they need to be prosecuted for even the most petty offense - faking time sheets whatever. they should be completely clean but they're not. most are great. but many are scum and need to spend a little time in prison.	7/29/2020 8:40 PM
836	Police officers don't always walk the straight and narrow. I was married to a Fairfax County Police Officer in Fairfax, Virginia. The attitudes, the arrogance the bullying that goes on is real and has diminished my respect for the profession.	7/29/2020 8:22 PM
837	Education of current policies. Become an officer, show us how it's done.	7/29/2020 8:16 PM
838	Please do not ban BJJ techniques and continue to use BJJ training and become more aware of the techniques as they are highly effective non-violent restraining options to keep officers and citizens safe.	7/29/2020 6:36 PM
839	Actually listen to line law enforcement officers and supervisors, and quit being driven by special interest groups and lobbyists.	7/29/2020 6:23 PM
840	I think that police in general really need educated on their role in the law. That it is not their job to decide punishment. They need better training in not escalating situations. They need systems to be held accountable. They need to understand that they are public servants and not use their ego so much.	7/29/2020 6:03 PM
841	My son is a police officer. He spends his nights saving people's lives! Here is a small sample of what his life is like. He works from 5:00pm-1:00am but most often he ends up working until 8:00am and goes home to sleep and back to work without much down time. He and his canine have been out in a snowstorm at 2:00am searching for a lost older dementia patient who wandered out of his house. He has saved more lives in a year than the whole EMT squad as he is the first one on the scene. He has performed more CPR than my friend who has been a nurse for 30 years and he is only 26! He recently saved a man who had passed out in his car and gone into a diabetic coma. He de-escalates tense moments between people every day including people who are on drugs and not functioning logically. He never complains and always has a smile on his face. He works so hard to help and protect the people in Vermont and there are many other officers like him. We need more mental health support to take this burden off of the police. That is more of what is needed to help our society in this struggling time.	7/29/2020 5:58 PM
842	Training and more training and no tolerance for misconduct by police.	7/29/2020 5:57 PM
843	I think we have put too many hats on the police. Other entities can wear some of the hats.	7/29/2020 5:52 PM
844	.	7/29/2020 5:50 PM
845	As a parent of children of color, I have already begun the discussion of how they need to proceed if they ever encounter police. That has been and continues to be a horrible reality for so many families telling their children to not make any quick moves, don't reach for your wallet or for the glove compartment for fear of what could happen next. I don't know how you shift an organization that holds such a reputation for some without some real changes and retraining occurring.	7/29/2020 5:44 PM
846	Police disciplinary records should be public same as civilian arrest records.	7/29/2020 5:41 PM
847	I think the police need to be supported to do their jobs.	7/29/2020 5:17 PM
848	I'd like to have more ways to have informal in-person discussions (once it is possible or physically distanced) with the police so that the "us and them" idea some people might have decreases. I personally think that Bristol has very good police officers, especially Bruce Nason.	7/29/2020 5:16 PM
849	Treat them with respect	7/29/2020 4:06 PM
850	I think a lot of reform should be happening. And some of it is probably agency culture. I think we need to slow down and make thoughtful decisions and not have knee-jerk reactions. For example passing laws that will sunset in a year seems to be incredibly irresponsible and saying "we don't think this is a good enough idea to make permanent". But what happens in the interim to people who break the law that you thought should only be a temporary law?	7/29/2020 3:25 PM
851	Intergrative services between law enforcement and social services. Examine best practices	7/29/2020 1:33 PM

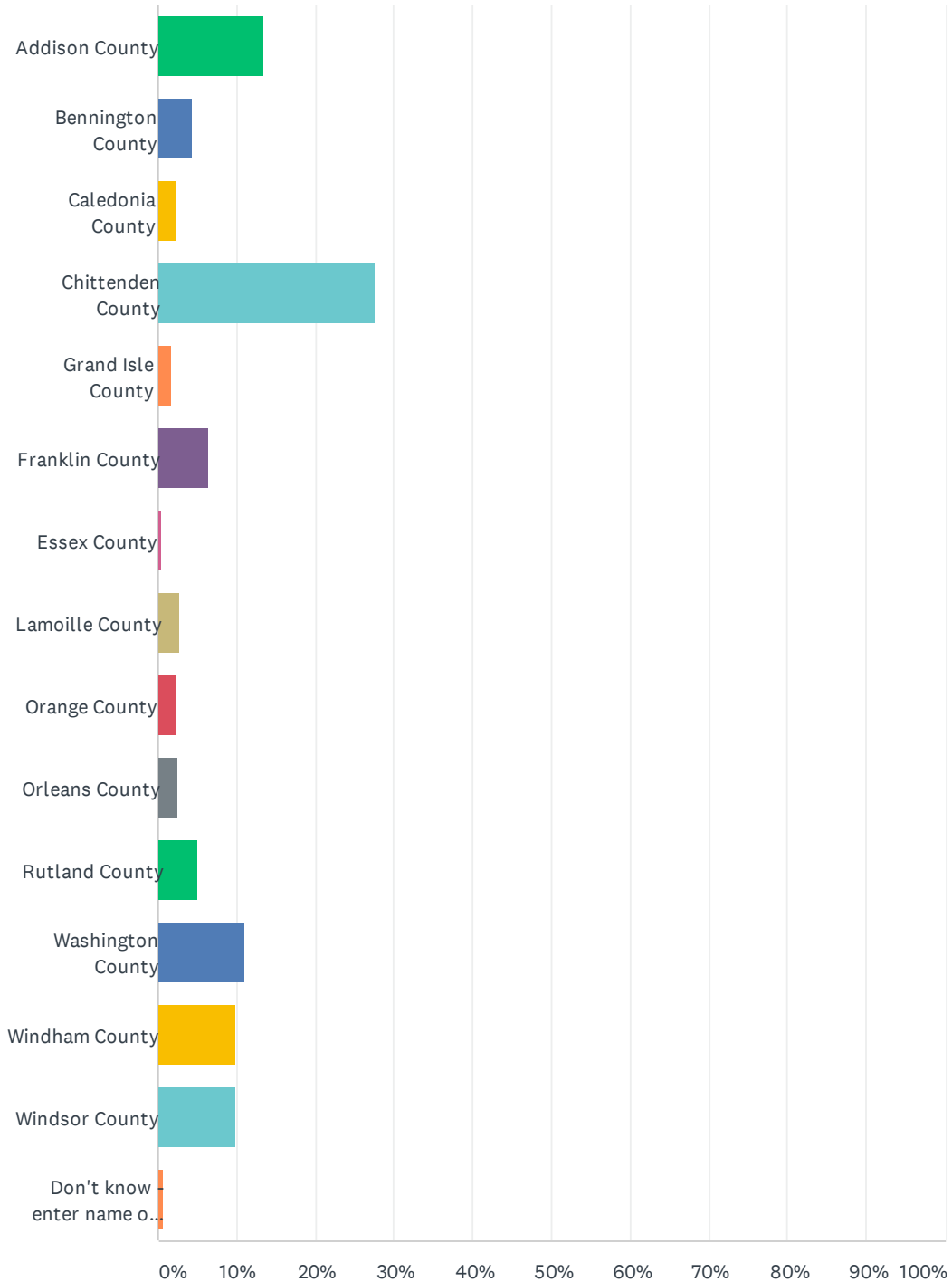
SURVEY ON POLICE REFORM IN VERMONT

from around the globe.

852	<p>I would encourage legislature to look at the Vermont policing in general and not compare Vermont Officers to those that have started this movement. From what I have seen Vermont Law Enforcement officers are highly skilled, trained, professional, and are doing a job that is difficult at best under unappreciative pressure. I am curious if anyone on this "committee" is aware of the current training it takes to become a police officer in Vermont. If not, stop talking about reforming the police and changing their training.</p>	7/29/2020 1:09 PM
853	<p>The Vermont State police are a professional organization and have led the way in policing for many years. They are not a 24 hour agency!! Let's fix county prosecutors offices that unfairly and disparities in sentencing.</p>	7/29/2020 12:27 PM
854	<p>Proper funding of local law enforcement agencies to remove Part-time officers. Real data analysis!! Do not rely on activist (Seguino or Justice For all) to provide data in testimony when it has no context. The Vermont State Police is not a 24 hours agency!!! There are communities that never see police and have significant drug problems, sales and overdoses. Smaller departments can not handle large scale investigations - murders, drug crimes, domestic assault, they require the state police to handle those investigations, and the state police is already spread thin enough. GEt real! I read SevenDays and VTDigger daily - the Vermont legislature has failed to properly fund body cameras for many years. Shame on you!</p>	7/29/2020 12:03 PM

Q7 Which Vermont county do you live in? (select one)

Answered: 1,447 Skipped: 0



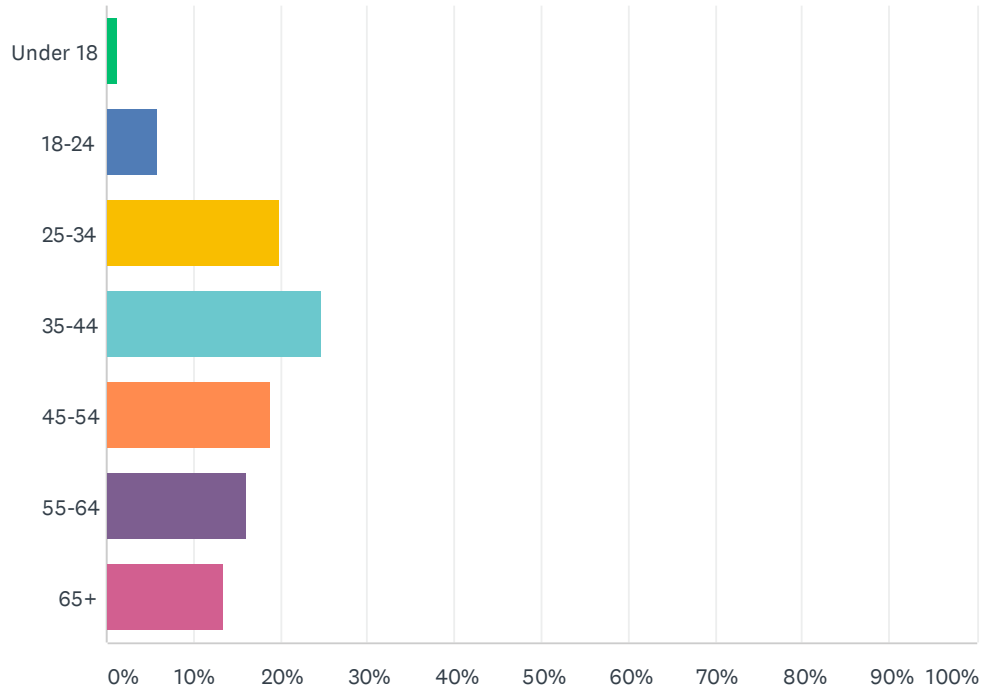
SURVEY ON POLICE REFORM IN VERMONT

ANSWER CHOICES	RESPONSES	
Addison County	13.41%	194
Bennington County	4.42%	64
Caledonia County	2.35%	34
Chittenden County	27.64%	400
Grand Isle County	1.73%	25
Franklin County	6.50%	94
Essex County	0.35%	5
Lamoille County	2.63%	38
Orange County	2.21%	32
Orleans County	2.42%	35
Rutland County	4.98%	72
Washington County	11.13%	161
Windham County	9.88%	143
Windsor County	9.81%	142
Don't know - enter name of town	0.55%	8
TOTAL		1,447

#	DON'T KNOW - ENTER NAME OF TOWN	DATE
1	Don't know	8/10/2020 12:47 PM
2	Montpelier	8/10/2020 8:03 AM
3	St. Albans	8/6/2020 12:09 PM
4	Burlington	8/5/2020 12:28 AM
5	Orleans County !!!	8/1/2020 8:58 PM
6	You forgot Orleans County	7/31/2020 12:19 PM
7	ORLEANS COUNTY (thanks for excluding us as ALWAYS!)	7/31/2020 9:21 AM
8	You're missing Orleans county	7/30/2020 5:56 PM

Q8 What is your age?

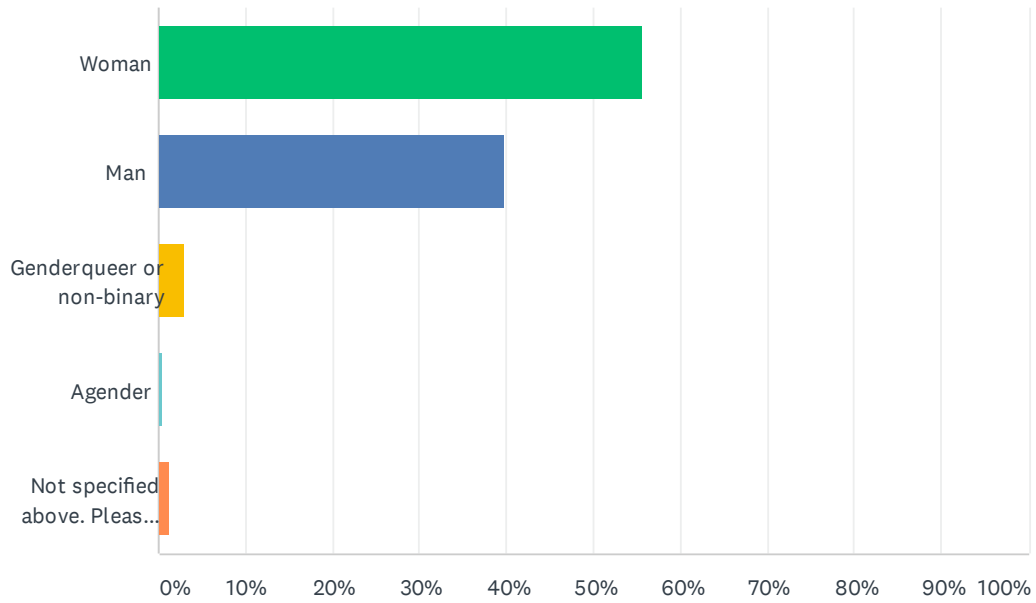
Answered: 1,385 Skipped: 62



ANSWER CHOICES	RESPONSES	
Under 18	1.16%	16
18-24	5.85%	81
25-34	19.93%	276
35-44	24.77%	343
45-54	18.84%	261
55-64	16.03%	222
65+	13.43%	186
TOTAL		1,385

Q9 What is your gender identity?

Answered: 1,366 Skipped: 81



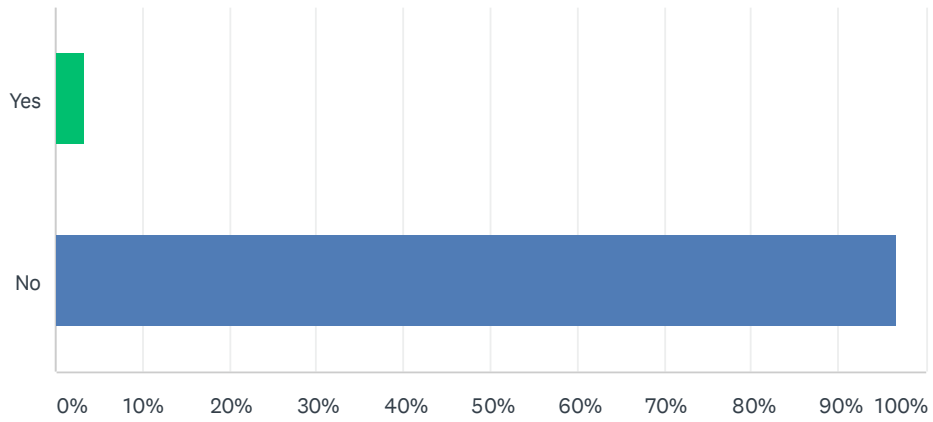
ANSWER CHOICES	RESPONSES	
Woman	55.56%	759
Man	39.82%	544
Genderqueer or non-binary	2.93%	40
Agender	0.44%	6
Not specified above. Please specify if desired	1.24%	17
TOTAL		1,366

SURVEY ON POLICE REFORM IN VERMONT

#	NOT SPECIFIED ABOVE. PLEASE SPECIFY IF DESIRED	DATE
1	Trans male	8/20/2020 9:46 PM
2	Moose	8/19/2020 11:40 PM
3	not interested in sharing	8/13/2020 9:52 AM
4	None of your business	8/12/2020 7:15 AM
5	trans	8/10/2020 4:44 PM
6	transgendered	8/7/2020 2:45 PM
7	nondisclosed	8/7/2020 6:27 AM
8	Does it matter	8/6/2020 5:17 PM
9	Gender gelled	8/6/2020 12:05 AM
10	Skipping this question.	8/5/2020 8:27 PM
11	what difference does it make	8/5/2020 1:05 PM
12	Not important.	8/4/2020 7:51 PM
13	Rather not say	8/4/2020 6:29 PM
14	Citizen	8/4/2020 2:47 PM
15	There's only two genders	8/4/2020 1:35 PM
16	Prefer not to answer	8/1/2020 6:08 PM
17	.	7/29/2020 5:50 PM

Q10 Do you identify as transgender or another non-cisgender identity?

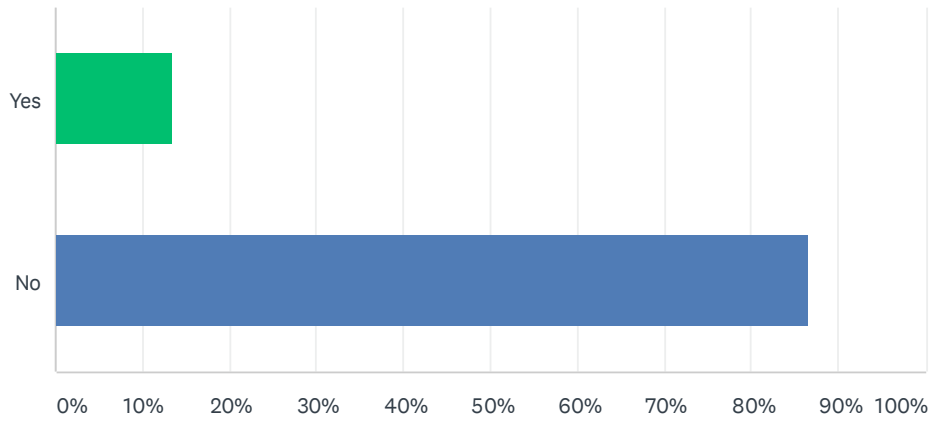
Answered: 1,364 Skipped: 83



ANSWER CHOICES	RESPONSES
Yes	3.37% 46
No	96.63% 1,318
TOTAL	1,364

Q11 Are you a person living with a disability?

Answered: 1,368 Skipped: 79



ANSWER CHOICES	RESPONSES	
Yes	13.45%	184
No	86.55%	1,184
TOTAL		1,368

SURVEY ON POLICE REFORM IN VERMONT

#	SPECIFY TYPE OF DISABILITY, IF DESIRED	DATE
1	Depression, generalized anxiety disorder, and PTSD	8/21/2020 9:43 PM
2	Hearing impaired; physical disability	8/21/2020 9:33 PM
3	mental illnesses and nuerodivergence	8/21/2020 7:53 PM
4	Ptsd	8/21/2020 2:10 PM
5	hearing loss	8/20/2020 3:10 PM
6	multiple sclerosis	8/20/2020 2:30 PM
7	Dyslexia	8/20/2020 11:13 AM
8	mobility challenged, heart disease	8/20/2020 10:04 AM
9	Veteran	8/20/2020 12:25 AM
10	Repetitive strain injury (chronic carpal tunnel, tendinitis, etc)., also ADD & trauma.	8/19/2020 10:21 PM
11	brain injury, vision impairments	8/19/2020 8:31 PM
12	Physical	8/19/2020 7:09 PM
13	temporary physical disability	8/19/2020 6:30 PM
14	Mobility	8/19/2020 6:17 PM
15	Mild brain injury	8/19/2020 5:30 PM
16	just temporarily	8/19/2020 11:20 AM
17	Mental health	8/19/2020 10:32 AM
18	autism	8/16/2020 9:51 PM
19	brain injury	8/16/2020 12:17 AM
20	COPD and cancer/ heart issues	8/14/2020 6:58 PM
21	clinical depression	8/14/2020 12:36 PM
22	Social Anxiety	8/14/2020 7:32 AM
23	Stage 4 metastatic cancer of the lung	8/13/2020 7:16 PM
24	Physical	8/13/2020 6:54 PM
25	Legally blind	8/13/2020 9:32 AM
26	Spinal cord injury	8/13/2020 9:05 AM
27	Traumatic Brain Injury	8/12/2020 7:01 PM
28	Lung cancer	8/12/2020 6:44 PM
29	Emotional and some physical limitations	8/12/2020 5:46 PM
30	Mental health	8/12/2020 5:45 PM
31	PTSD, Depression, Anxiety	8/12/2020 9:27 AM
32	war veteran	8/12/2020 7:26 AM
33	hard of hearing	8/12/2020 12:06 AM
34	I don't desire to disclose	8/11/2020 3:56 PM
35	Ptsd, knee and back issues	8/11/2020 12:55 PM
36	People who have gone nuts; I am now INSANE!	8/10/2020 5:31 PM
37	copd	8/9/2020 3:56 PM

SURVEY ON POLICE REFORM IN VERMONT

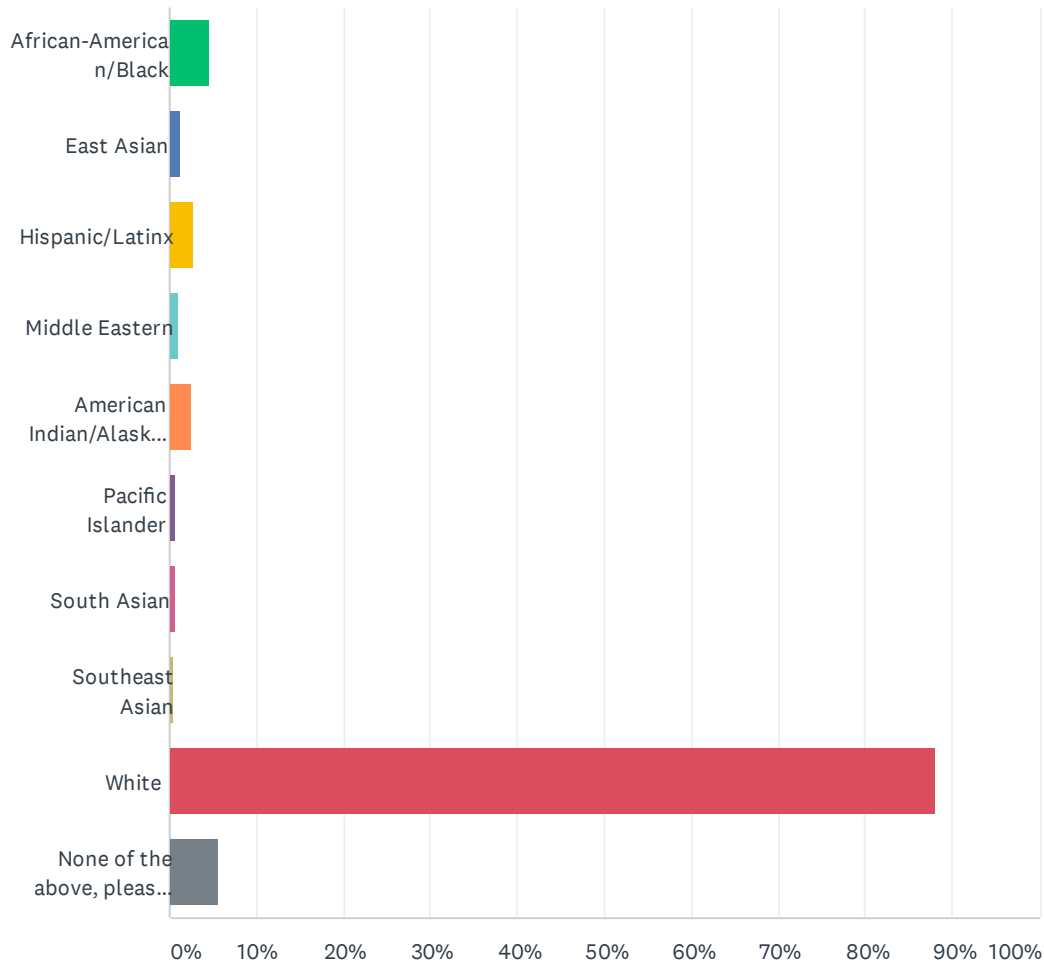
38	mental health	8/9/2020 2:42 PM
39	Diabetes	8/8/2020 12:05 PM
40	Severe Osteoporosis, Severely damages kneecap (requires surgery), hearing loss, loss of vision, injured right arm (rotator cuff surgery), severely reduced mobility in wrist due to surgery for damage caused by work in the culinary industry.	8/7/2020 9:29 PM
41	No. You are violating my rights as a taxpayer.	8/7/2020 6:37 PM
42	many	8/7/2020 2:45 PM
43	nondisclosed	8/7/2020 6:27 AM
44	C-PTSD	8/6/2020 9:48 PM
45	rheumatoid arthritis	8/6/2020 7:31 PM
46	Back, neck and ankle. PTSD and TBI	8/6/2020 4:50 PM
47	Several	8/6/2020 11:03 AM
48	Mental health	8/6/2020 8:16 AM
49	amputation	8/6/2020 12:05 AM
50	Mental illnesses and elderly	8/5/2020 11:22 PM
51	Skipping this question.	8/5/2020 8:27 PM
52	Hearing impaired	8/5/2020 8:16 PM
53	Arthritis	8/5/2020 5:15 PM
54	Disabled Vet, ptsd, hearing loss, arthritis	8/5/2020 4:32 PM
55	Traumatic Brain Injury and Post Traumatic Stress	8/5/2020 2:39 PM
56	Severely deformed spine due to scoliosis, lupus with renal and blood manifestations, severe disc loss throughout entire spine, major anxiety, depression	8/5/2020 2:23 PM
57	spinal cord injury, most police take downs I've seen would probably put me in a wheelchair	8/5/2020 1:48 PM
58	chronic pain, autoimmune disorder	8/5/2020 1:42 PM
59	Mobility	8/5/2020 1:07 PM
60	hEDS, COPD, asthma, POTS, RA/OA	8/5/2020 12:38 PM
61	physical	8/5/2020 11:51 AM
62	At least not one that impairs me significantly.	8/5/2020 11:24 AM
63	chronic health	8/5/2020 10:31 AM
64	Diabetes	8/5/2020 9:01 AM
65	mental illness	8/5/2020 8:52 AM
66	PTSD	8/4/2020 7:51 PM
67	Technically ADD is a disability but I don't see it as one of the bigger ones.	8/4/2020 7:25 PM
68	Deaf	8/4/2020 7:19 PM
69	mental health diagnosis	8/4/2020 4:38 PM
70	Miro Weinberger is the Mayor of Burlington. That is my disability.	8/4/2020 2:47 PM
71	These questions are a joke. You wonder why we have such a divided country. What difference does it make what color I am, how old I am, if I am disabled or what language I speak. If we are all to be treated equal then stop putting a label on everyone	8/4/2020 2:46 PM
72	ptsd	8/4/2020 2:09 PM

SURVEY ON POLICE REFORM IN VERMONT

73	heart condition, high blood pressure, high cholesterol	8/4/2020 9:42 AM
74	Extremely nearsighted & major colorblindness, tremor disorder, dyslexia, ADD, depression, OCD, anxiety	8/3/2020 10:41 PM
75	Bipolar Disorder	8/3/2020 11:20 AM
76	ptsd caused by assault by mario checchi	8/2/2020 7:11 AM
77	Hearing impaired	8/1/2020 10:56 PM
78	difficulty walking	8/1/2020 8:58 PM
79	Psychiatric	8/1/2020 8:31 PM
80	Learning Disability. (Autism Spectrum)	8/1/2020 5:37 PM
81	Multiple Sclerosis	8/1/2020 5:18 PM
82	CP	8/1/2020 12:27 PM
83	Mobility. I have a son who suffers from a mental illness.	7/31/2020 11:34 PM
84	Major recurrent depressive disorder	7/31/2020 9:52 PM
85	Mental Health	7/31/2020 8:15 PM
86	Degenerative disc disease and arthritic issues	7/31/2020 12:50 PM
87	Over eighty, in good health but feeling the strain	7/31/2020 10:58 AM
88	Hearing loss	7/30/2020 7:29 PM
89	Mental health tbi	7/30/2020 4:16 PM
90	Mental	7/30/2020 2:44 PM
91	Inflammatory Bowel Disease ("invisible disability")	7/30/2020 12:26 PM
92	Heart failure	7/29/2020 8:22 PM

Q12 What is your racial or ethnic identity? (Select all that apply.)

Answered: 1,335 Skipped: 112



ANSWER CHOICES	RESPONSES	
African-American/Black	4.64%	62
East Asian	1.27%	17
Hispanic/Latinx	2.70%	36
Middle Eastern	0.97%	13
American Indian/Alaskan Native	2.55%	34
Pacific Islander	0.67%	9
South Asian	0.67%	9
Southeast Asian	0.37%	5
White	88.01%	1,175
None of the above, please specify...	5.62%	75
Total Respondents: 1,335		

SURVEY ON POLICE REFORM IN VERMONT

#	NONE OF THE ABOVE, PLEASE SPECIFY...	DATE
1	Eastern European/Asian	8/21/2020 4:16 PM
2	Human	8/20/2020 11:41 AM
3	Jewish	8/20/2020 9:11 AM
4	West Indian of East Indian decent	8/20/2020 12:25 AM
5	Human	8/19/2020 7:09 PM
6	Jewish	8/19/2020 7:06 PM
7	Asian/black	8/19/2020 6:07 PM
8	Woodchuck	8/19/2020 3:55 PM
9	Native Vermonter	8/15/2020 6:23 PM
10	Human	8/14/2020 6:59 PM
11	mixed cultural heritage	8/14/2020 9:09 AM
12	Not relevant to this survey	8/14/2020 7:32 AM
13	not interested in sharing	8/13/2020 9:52 AM
14	Jewish	8/13/2020 8:43 AM
15	Mixture..the last 3 questions should not make the survey!	8/13/2020 8:25 AM
16	Irish	8/12/2020 9:22 PM
17	Human Race	8/12/2020 11:54 AM
18	deuterostome	8/12/2020 9:42 AM
19	Not important to 'this survey	8/12/2020 8:12 AM
20	Caucasian	8/11/2020 3:56 PM
21	I'm an american citizen, a human being. The rest doesnt play a role in policing - does ir?	8/11/2020 12:22 PM
22	White Ashkenazi Jewish	8/10/2020 3:49 PM
23	White Irish Catholic Democrat	8/10/2020 12:47 PM
24	Caucasian	8/9/2020 3:56 PM
25	A	8/8/2020 8:25 PM
26	Prefer not to answer	8/8/2020 7:27 AM
27	American	8/7/2020 10:11 PM
28	German - American	8/7/2020 6:37 PM
29	European Extraction	8/7/2020 3:28 PM
30	mixed	8/7/2020 2:45 PM
31	nondisclosed	8/7/2020 6:27 AM
32	American	8/6/2020 5:17 PM
33	Prefer not to identify	8/6/2020 1:03 PM
34	I am white but married to a man who is black and have a biracial child and an adopted white child	8/6/2020 12:19 PM
35	why does it matter? This is part of the proble we are people not a race.	8/6/2020 12:15 PM
36	not applicable	8/6/2020 12:05 AM
37	I'm white but I've been mistreated by law enforcement officers many times as well as my	8/5/2020 11:22 PM

SURVEY ON POLICE REFORM IN VERMONT

	fellow white friends and family	
38	white is not an ethnicity...it is caucasian	8/5/2020 9:01 PM
39	Skipping this question.	8/5/2020 8:27 PM
40	Human	8/5/2020 5:46 PM
41	None	8/5/2020 5:23 PM
42	Ethnic identity should have NO bearing on any of this.	8/5/2020 2:19 PM
43	white Jewish -- my grandparents were refugess from the Nazis	8/5/2020 10:53 AM
44	Jewish	8/5/2020 10:37 AM
45	You don't need to keep separating people by asking these demographic questions. It's not necessary. These questions are divisive.	8/4/2020 7:51 PM
46	Human	8/4/2020 7:34 PM
47	Biracial (Father was black Mother was white)	8/4/2020 7:19 PM
48	Rather not sat	8/4/2020 6:29 PM
49	This should meaningless	8/4/2020 5:15 PM
50	Mutt	8/4/2020 2:47 PM
51	What does it matter. Thats the problem right there, always looking at everything thru a racial prism.	8/4/2020 11:01 AM
52	American	8/4/2020 10:20 AM
53	prefer not to answer	8/4/2020 8:34 AM
54	French- Canadian ancestry	8/3/2020 10:05 PM
55	Caucasian	8/3/2020 7:46 PM
56	None of your business.	8/3/2020 7:01 PM
57	I am Caucasian (from a general geographic area). Race is a construct.	8/3/2020 8:45 AM
58	Nons	8/2/2020 10:06 PM
59	American	8/1/2020 5:18 PM
60	*	8/1/2020 7:19 AM
61	Why is this relevant? Aren't we all equal?	8/1/2020 3:28 AM
62	Non specific I am Bias free.	7/31/2020 8:36 PM
63	Native American	7/31/2020 7:52 PM
64	Human	7/31/2020 6:15 PM
65	Mostly white	7/31/2020 4:07 PM
66	Jewish	7/31/2020 3:31 PM
67	Miq Maq native american	7/31/2020 1:42 PM
68	African-American/White	7/31/2020 1:06 PM
69	mixed	7/31/2020 12:22 PM
70	Other.	7/30/2020 2:44 PM
71	This should not matter	7/30/2020 10:23 AM
72	Japanese American	7/30/2020 10:18 AM
73	Human	7/30/2020 5:33 AM

SURVEY ON POLICE REFORM IN VERMONT

74	Not specified.	7/29/2020 6:36 PM
75	Mixed	7/29/2020 6:23 PM

Q13 What is your first language?

Answered: 1,377 Skipped: 70



SURVEY ON POLICE REFORM IN VERMONT

ANSWER CHOICES	RESPONSES
English	97.75% 1,346
French	0.29% 4
Spanish	0.51% 7
Swahili	0.07% 1
Lingala	0.00% 0
Maay maay	0.00% 0
Somali	0.15% 2
Karen	0.00% 0
Nepali	0.00% 0
Arabic	0.00% 0
Vietnamese	0.07% 1
Bosnian	0.00% 0
Other (please specify)	1.16% 16
TOTAL	1,377

#	OTHER (PLEASE SPECIFY)	DATE
1	Russian	8/21/2020 4:16 PM
2	Facial recognition/auditory mimicry	8/19/2020 7:09 PM
3	Japanese	8/19/2020 6:07 PM
4	not interested in sharing	8/13/2020 9:52 AM
5	mixture	8/13/2020 8:25 AM
6	German	8/7/2020 6:37 PM
7	Italian	8/7/2020 4:45 PM
8	Karen? Really? What about marginalized people whose real name is Karen?	8/7/2020 9:56 AM
9	Please include ASL on this list.	8/5/2020 10:37 PM
10	Skipping this question.	8/5/2020 8:27 PM
11	German	8/5/2020 3:50 PM
12	Russian	8/5/2020 9:41 AM
13	Doesn't matter	8/4/2020 7:51 PM
14	Hindi	8/3/2020 1:51 PM
15	Malay	8/2/2020 11:36 PM
16	Gaelic	7/30/2020 2:44 PM