IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF OHIO
EASTERN DIVISION

UNITED STATES OF AMERICA,	)	CASE NO.: 1:15-CV-01046
	)	
Plaintiff,	)	
	)	JUDGE SOLOMON OLIVER, JR.
vs.	)	
	)	**NOTICE SUBMITTING BIAS-FREE IN-**
CITY OF CLEVELAND	)	**SERVICE TRAINING**
	)	
Defendant.	)	
	)	
	)	
	)	
	)	
	)	

I. INTRODUCTION

Pursuant to Paragraph 42 of the Consent Decree in the above-captioned matter, the City of

Cleveland (the "City"), on behalf of the Cleveland Division of Police ("CDP" or "Division"),

submitted a PowerPoint to the Monitoring Team containing its Bias-Free In-Service Training,

attached hereto as Exhibit A. This training, delivered through the Division's Learning

Management System, is the annual bias-free training required under the consent decree. It is an

opportunity for the Division to review, refresh and update the topics covered by its 2019 Bias Free

Training Curriculum previously submitted (Dkt. No 271) and subsequently approved by the Court

(Dkt. No. 272).

The Monitoring Team has carefully reviewed the Proposed Bias Free In-Service Training. The Team has determined that it covers topics essential to providing officers guidance on how to deliver police services free of bias. The Proposed Training includes a review of the Bias Free Policing General Police Order ("GPO"), explains key differences between explicit and implicit bias, trains officers on how to identify their own implicit biases, explains procedural justice and how it can be employed in everyday policing, and trains officers on specific techniques to employ effective and respectful communication.

II.   BIAS-FREE TRAINING ANALYSIS

Paragraph 42 of the Consent Decree states that "[o]fficers also will receive annual in-service training on bias-free policing that is adequate in quality, quantity, type, and scope. The Monitoring Team has carefully reviewed the training PowerPoint. The Team has determined that it provides appropriate guidance and information relevant to the delivery of police services free of bias. The training provides a refresher on the Division's Bias Free GPO by testing officers' understanding of the CDP's prohibition against using an individual's criminal history to attempt to establish probable cause. The training also reviews each officers' obligation to report any biased policing they observe being used by a fellow officer. The curriculum also explains the difference between implicit and explicit bias. Importantly, the training provides officers with the tools to identify and mitigate their own biases. Finally, the training explains procedural justice and provides instructions on how to employ a specific communication technique to ensure that officers interact with members of the public in an effective, respectful, and procedurally just manner. In sum, the training provides officers with an adequate review of the types of bias while also providing them with concrete techniques to ensure the delivery of police services that are procedurally just and free of bias.

III. CONCLUSION

The Monitoring Team's role is to "assess and report whether the requirements" of the Consent Decree "have been implemented." Dkt. 7-1 at ¶ 351; *accord id.* ¶ at 352 (requiring the Monitor to "review . . . policies, procedures, practices, training curricula, and programs developed and implemented under" the Decree). The task of the Monitoring Team here is to determine whether the Bias-Free LMS Training complies with the Consent Decree's requirements and having reviewed the training and discussed it in depth with the parties to this matter, finds that it does. Accordingly, the Monitor approves the training curriculum and requests that this Court order it effective immediately.

Respectfully submitted,

/s/ Hassan Aden

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CERTIFICATE OF SERVICE

I hereby certify that on August 26, 2021, I served the foregoing document entitled

NOTICE SUBMITTING BIAS FREE LMS TRAINING via the Court's ECF system to all

counsel of record.

/s/ Ayesha Hardaway
AYESHA HARDAWAY