

Communications on various aspects of the whole problem of police procedures have been received from a considerable number of organized groups as well as individual citizens in the community, and all of these have been given the attention of the committee.

The committee has divided its studies of police procedures into these areas:

- (1) Recruitment and selection procedure of the police department.
- (2) Department training program.
- (3) Assignment and transfer.
- (4) Promotions.
- (5) Department public relations.

Although one of the purposes of the committee has been to study areas of police-community misunderstanding and tension, this pointing up of problems should be interpreted as constructive criticism. During its study the committee has become acquainted not only with the operation of the Detroit Police Department, but it has also gained some knowledge of the operation of other police departments in various parts of the country, and it is our conviction that the Detroit Police Department ranks high and is among the best in the Nation.

The committee has also become well acquainted with the Police Manual, and is satisfied that it deals adequately with assignment and transfer procedures; that the policeman's role in protecting citizens' rights is clearly defined in the manual, as well as in the training procedures followed by the Police Academy and in the inservice training program which is part of the ongoing training procedure of each individual precinct; and that adequate provision is made to discipline officers who are either not judicious or are derelict in carrying out their duties. If the provisions as found in the Police Manual were faithfully followed, the committee believes that complaints in these areas would be greatly reduced.

However, there are manifold problems involved in recruiting and supervising a police force of 4,500 men, and there are bound to be individuals attached to the force who do not represent the department favorably to the public despite every effort made to the contrary. The committee recognizes the validity of many of the complaints which have arisen in the area of police-community relations, and all of its deliberations have been toward the end of finding reasonable solutions. The committee has sought to be a constructive influence, and it is hoped that focusing attention on these problems and offering recommendations for their solution will assist responsible leadership in both the police department and the community in building a better and safer Detroit.

Tensions in a democracy made up of diverse races and nationalities are bound to arise, particularly in areas having to do with a police department and its work. There are periods when tensions become particularly acute. Nationally, we are in one of those periods today. Tensions which arise in Detroit do have their own validity, but they are also reflections of growing pains which are worldwide, the solution for which remedies must be found, and which must ultimately result in equality of treatment and opportunity which are the right and privilege of every American citizen regardless of race, religion, or national origin.

The importance of attaining this ideal in the area of police-community relations has been recognized by every member of this committee.

In preparing this report, and in the interest of brevity, we are attaching a list of our conclusions and recommendations in the various areas of concern which we have studied, and all of which have been unanimously adopted by the full committee. However, the full reports of each of the subcommittees—all of which have been adopted by the general committee—are appended as part of the report.

I. RECRUITMENT

Conclusions and recommendations

We have examined the procedures used by the police department, but not the carrying out of same, and we are in no position to pass judgment on the equitable and unbiased conduct of the department.

This section of the report deals with two areas of concern: (1) Recruitment; (2) examination of recruits.

A. Recruitment

The committee finds that the police department secures recruits by the following methods: (1) Contacts made by members of the department; (2) local news-