

(3) That the department conduct regular examinations on basic material covered in the Police Manual, and that results of these examinations be considered in the periodic service evaluations of officers.

(4) That all command officers:

(a) Receive periodic training in human relations and community relations from competent outside consultants.

(b) Hold periodic meetings with officers and patrolmen under their command to clarify department practices in community relations.

(5) That instruction in civil rights be intensified in the academy and in inservice training by drawing upon the resources of and cooperating with the Detroit Bar Association.

(6) That the pamphlet "With Justice for All" be distributed to all police officers and be utilized in the Police Academy as basic instruction in the field of human relations as well as such other materials which may become available.

III. ASSIGNMENT AND TRANSFER

Conclusions and recommendations

In evaluating the procedures for assigning and transferring men, the committee has raised the question: Does the manner in which personnel is used present to the community a picture of an impartial, unbiased department? The order of March 1, 1959, establishing the policy that men within the precincts be assigned to scout car and other duties without regard to race, has gone a long way towards creating confidence in this phase of department policy. Because of the positive effect this order has had in the community and because of the example of teamwork which has been presented to the community the committee believes that the use of men regardless of race, creed, or national origin should be extended throughout the department based on the need for service.

It is the responsibility of the department to eliminate any question of the department's willingness and determination to utilize men without regard to race or creed and based only upon consideration of seniority, merit, and ability. As long as the community has justification to criticize the department, law enforcement will be more difficult than it needs to be. Law enforcement is possible only because the vast majority of citizens obey the law and respect the procedures of law enforcement. If any large number of citizens in the community do not have respect for law enforcement or for personnel policies in the department they may not only refuse to cooperate with police officers, but they may even commit acts of defiance to show their disrespect to both the officers and the law they represent.

The assignment practices in the department are also closely related to the recruitment of men. Any person entering the service is entitled to assume that his merit and ability will be recognized on an equal basis with others. Otherwise he is likely to be hesitant to enter a field in which he feels his opportunities are limited to only specialized functions.

To establish a police department which leaves no doubts in the mind of the community regarding the fairness of its practices the committee recommends:

(1) That the department continue to work to improve its practices in the assignment of personnel to precincts, and special divisions and bureaus to assure equal opportunity for all assignments to everyone regardless of race or creed.

(2) That although the committee recognizes the convenience of having men live near the precinct in which they work, it believes that this should not be a major consideration for assigning men and therefore recommends that the primary consideration be the effective and impartial use of its personnel.

(3) That the department make explicit its policy regarding working assignments of personnel at the precinct level, keep the public informed of the policy, and clarify any questions about the nature of any new policy and its use in the assignment of personnel.

(4) Seniority and individual preference should be considered in assigning personnel to special positions but the department has the responsibility to make certain that these administrative procedures are not used to discriminate against qualified personnel.

In summary the committee affirms that not only is the department responsible to the total community but under our democratic system part of its responsibility requires it to set an example of fair practices to be emulated by the public. The police department being a law-enforcement agency must