

DISCRIMINATION BY POLICE OFFICERS IS SIGNIFICANTLY MORE FREQUENT THAN
POLICE DEPARTMENTS HAVE ADMITTED OR ACTED TO CORRECT.

1. "Police brutality in the United States is a serious and continuing problem...."

(Justice: 1961 Commission on Civil Rights, U. S. Government Printing Office, 1961. p. 26-7)

2. The Michigan Civil Rights Commission has found probable cause to credit citizens complaints of discrimination by law enforcement officers in 95 cases since January, 1964. Various actions were taken by the departments to remedy the complaint including payment of citizens hospital expenses, apology to the citizen, punishment to the offending officer. These 95 findings of officer abuse by the Commission in a four-year period are more than the combined total of every Michigan police department during the past one hundred years. In short, prior to the outside Civil Rights Commission review, the police were not policing themselves.

(Civil Rights Commission case files. See Burton Levy, "Cops in the Ghetto" American Behavioral Scientist, March, 1968)

3. ...there is a basis for the feeling that many departments have adopted procedures which discourage rather than encourage the filing of (citizens) complaints and which are unfair either to the complainant or to the officers complained against.

(President's Commission on Law Enforcement and Administration of Justice: The Police. p. 194)

4. Unfortunately, police officers and departments often regard a citizen complaint as an attack on the police as a whole rather than a complaint against an individual officer, and therefore, attempt to discourage citizens from filing them.

(Ibid. The Police. p. 195)

5. Deputy Chief Klug of Cincinnati said: "The thing that bothers me is that police continue to receive huge numbers of complaints but there are only a few instances where the complainant is upheld. They can't be wrong that much--and we can't be right that much."

(Ibid. The Police. p. 196)

6. The record of disciplinary actions taken by the Detroit Police Department in civil rights violations shows a practice of differential treatment. Disciplinary action went beyond written reprimand in only two instances where civil rights violations were charged. In too many cases the disciplinary measures invoked are not consistent with the seriousness of the offense.....

(Report of the Michigan Civil Rights Commission as quoted in The Police, p. 197)

that is unlikely to change the anti-Negro sentiments; third, the recruit goes out on the street as a patrolman and is more likely than not to have his anti-Negro attitudes reinforced and hardened by the older officer; fourth, in the best departments, the most able officers are soon transferred to specialized administrative duties in training, recruitment, juvenile work, etc., or are promoted after 3 to 5 years to supervisory positions; fifth, after 5 years, the patrolman on street duty significantly increases in levels of cynicism, authoritarianism and generalized hostility to the non-police world; finally, it is highly likely that the worst of the patrolmen will wind up patrolling the ghetto because that tends to be the least-wanted assignment.

(Burton Levy, Cops in the Ghetto; American Behavioral Scientist, March 1968)

2. The (President's) Commission's study of police procedures in several large cities found that often men who were acknowledged as among a department's worst, were assigned to minority group neighborhoods. In fact, such assignments have sometimes been given as punishment, a kind of exile. This practice is harmful to minority groups since they will receive inadequate police protection and possibly more unfair treatment so long as police departments deliberately choose inferior personnel to serve them.

(President's Commission on Law Enforcement and Administration of Justice: The Police. p. 165)

3. "The police community is a closed society and it has its own customs, morals and taboos---and those who are not conforming to the police society, to its attitudes, to its customs and traditions, taboos and mores, are ostracized and then excluded ...whatever prejudices and discrimination, whatever anti-minority attitudes he [the recruit] brought in with him, have been tremendously reinforced because they are part of the community attitudes of this police group of which he becomes a member."

(Donal J. MacNamara, Professor at John Jay College of Criminal Justice, nationally known police consultant: Remarks at Pennsylvania State University's "Conference on Violence in American Society" May 26, 1967)

4. Few police departments have yet devised systematic methods for screening out biased officers. In one Commission study of police practices in several large northern cities, it was found that a large proportion of officers expressed strong racial prejudice to neutral observers; and the Michigan State survey similarly found that officers often show prejudice in private references to minority groups.

(President's Commission on Law Enforcement and Administration of Justice: The Police. p. 164)

5. A study of juvenile officers in a western police force of particularly high standards found that 18 of 27 officers openly admitted a dislike of Negroes....another study of officers generally in that city found that "hostile feelings toward the Negro are characteristic of policemen in general"

(Ibid. The Police. p. 164)

6. Whatever bias an officer has when he joins the force, without adequate training it will often get worse.

(Ibid. The Police. p. 164)

7. Disqualifying candidates and recruits who would be likely to allow prejudice to affect their action is crucial. It is also important that ability in police-community relations receives special positive weight in the selection process. STRENGTH IN THIS AREA SHOULD OUTWEIGH SLIGHT DEFICIENCIES IN LESS IMPORTANT MATTERS SUCH AS HEIGHT AND WEIGHT. (Emphasis added)

(Ibid. The Police. p. 165)

PATROLMEN DO NOT HAVE ADEQUATE RULES, REGULATIONS AND SUBSEQUENT TRAINING AND SUPERVISION TO INSURE THAT THEIR CONTACTS WITH CITIZENS ARE COURTEOUS, LEGAL, WITH MINIMUM FORCE, AND WITHOUT FACIAL DISCRIMINATION.

1. The absence of carefully developed policies to guide police officers in handling the wide variety of situations which they confront is in sharp contrast to the efforts taken to provide detailed guidance for other aspects of police operations.....

Many police administrators are caught in a conflict between their desire for effective, aggressive police action and the requirements of law and propriety. Direct confrontation of policy issues would inevitably require the police administrator to face the fact that some police practices, although considered effective, do not conform to constitutional, legislative or judicial standards.....

Lacking a formulated policy and thus a pre-announced basis for internal disciplinary action, the police administrator is hesitant to impose sanctions upon the individual police officer who acts improperly but whose conduct does not violate the law or departmental regulations.

The police administrator finds himself caught in a conflict between his desire to be responsive to a citizen who has reason to complain about a policeman's behavior and his fear of the reaction of his force to seemingly arbitrary discipline where there is no clear breach of a pre-announced standard of proper conduct.

(Ibid. The Police. Chapter 2)

2. The President's Commission found that: Recruit training was.. inadequate. Inservice training, if it existed at all, usually was likewise insufficient.

(Ibid. The Police. p. 175)