

YORK-POQUOSON SHERIFF'S OFFICE	GENERAL ORDERS
SUBJECT: Use of Force	NUMBER: GO 2-6
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24

25 **POLICY**

26

27 During the normal course of performing law enforcement duties, there are occasions that require

28 a deputy to use the lawful force necessary to execute his legal authority. Deputies are confronted

29 with situations in which control must be exercised to effect arrest. Control may be achieved

30 through verbal persuasion, or by physical force. All care will be taken by deputies to avoid

31 physical force when reasonable alternatives are available. The Sheriff expects deputies to

32 observe the following guidelines in all applications of force:

- 33 • Deputies shall use only the force necessary to affect lawful objectives or purposes.
- 34 • If a threat situation escalates, a deputy may resort to more severe methods of force that
- 35 are reasonable to overcome either an increasing threat or resistance.
- 36 • Increasing levels of threat, perceived by the deputy, with corresponding, authorized
- 37 modes of force to oppose the threat is known as “force continuum”. Normally the force
- 38 continuum would include the following progressive steps:

- 39 ○ Level I - Deputy Presence
- 40 ○ Level II - Verbal Command or Control
- 41 ○ Level III - Compliance Techniques, use of personal weapons (hands, feet, knees,
- 42 elbows, etc.)
- 43 ○ Level IV - Intermediate Weapons (pepper spray, expandable batons, TASER, Canine
- 44 or less lethal munitions)
- 45 ○ Level V – Deadly Force
- 46
- 47 ● Deputy Sheriffs must understand how to recognize increasing or decreasing levels of
- 48 threat and respond appropriately. However, when a deputy is threatened with a high level
- 49 of force, nothing in this policy requires the deputy to apply the force continuum in
- 50 progressive order using each level, as long as the level applied by the deputy is
- 51 reasonable.
- 52 ● The objective of the use of any force is to overcome the suspect's resistance to a deputy's
- 53 lawful purpose.
- 54 ● Deputies should not unreasonably or unnecessarily endanger themselves or the public
- 55 when applying this policy. However, Deputy Sheriffs shall avoid unnecessary or
- 56 excessive applications of force, and such violations of the use of general orders herein
- 57 may subject the deputy to administrative discipline, suits for damages, and criminal
- 58 prosecution.
- 59 ● No deputy shall commence duty without having been issued a copy of this general order
- 60 and without having read the order and having it explained by a Field Training Officer,
- 61 who shall certify that the requirement was completed.
- 62 ● No lethal weapons shall be issued or authorized until this requirement shall have been
- 63 satisfied, together with all other such requirements, which may be imposed.
- 64 ● No non-lethal weapons shall be issued or authorized until this requirement shall have
- 65 been satisfied, together with all other such requirements, which may be imposed.
- 66
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68 **PURPOSE**

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70 This order establishes guidelines and procedures governing the use of force, the procedures for

71 reporting all uses of force, the procedures for the investigation of use of force incidents, and to

72 establish guidelines prohibiting certain use of force activities.

73

74 **DEFINITIONS**

- 75
- 76 ● Deadly force
- 77 ○ Any force applied in any manner by any means that could reasonably be expected to
- 78 cause death
- 79
- 80 ● Non-deadly force
- 81 ○ Force employed which is neither likely nor intended to cause death or serious
- 82 physical injury.
- 83
- 84 ● Reasonableness or Reasonable belief

- 85 ○ When facts or circumstances the deputy knows, or should know, through his/her law
86 enforcement training and experience, are such as to cause an ordinary and prudent
87 trained and experienced person to act or think reasonably in a similar way under
88 similar circumstances.
- 89 ○ In evaluating the reasonable application of force, deputies must consider the actual
90 threat, their own age, size, strength, and skill-level with agency weapons, state of
91 health, and the number of deputies opposing the number of suspects.
- 92 ○ Based on the reasonableness standard, the appropriate level of force may be
93 determined by:
 - 94 ○ The severity of the crime
 - 95 ○ The nature and extent of the threat posed by the suspect
 - 96 ○ The degree to which the suspect resists arrest or detention
 - 97 ○ Any attempts by the suspect to evade arrest by flight or fight
- 98
- 99 ● Serious physical injury
 - 100 ○ A physical injury which creates a substantial risk of death, or which causes death or
101 serious and permanent disfigurement, or impairment of the function of any bodily
102 organ or limb.
- 103
- 104 ● Inappropriate force
 - 105 ○ Force is inappropriate when its application is no justified based on the circumstances.
 - 106 ○ In determining whether force has been inappropriately applied, the primary factor is
107 reasonableness in its application, based on what is known to the deputy at the time
108 force is applied..
 - 109 ○ Reasonableness can be further defined by answering the question, was the application
110 of force necessary and appropriate based on the circumstances?
- 111

112 **NON-DEADLY FORCE**

- 113
- 114 ● Use of force continuum
 - 115 ○ The Sheriff's Office trains and requires deputies to follow a use-of-force continuum,
116 which emphasizes the recognition of and response to increasing levels of perceived
117 threat.
 - 118 ○ Most instances in which force is applied are non-deadly.
 - 119 ○ Deputies shall assess the incident to determine which technique will best bring the
120 situation under control.
 - 121 ○ Deputies are expected to use the minimum amount of force required to affect an
122 arrest; however, deputies are not required to exhaust all levels of lesser force prior to
123 resorting to the level of force necessary to counter an aggressive action by an
124 offender.
 - 125
- 126 ● Verbal command/control (Level II)
 - 127 ○ Verbal control refers to the manner in which the deputy speaks to a person, which
128 alone can manage a situation.
 - 129 ○ Verbal control includes directions, persuasion, admonitions, or orders.

- 130 ○ The volume and tone of the deputy's speech may also contribute to control without
131 having to resort to another method of force.
132 ○ The Sheriff's Office urges the use of verbal commands without the use of profanity or
133 disrespectful or argumentative behavior.
134
135 ● Compliance techniques/Use of hands, feet knees, elbows, etc. (Level III)
136 ○ At times, uncooperative people who refuse to be taken into custody may only respond
137 to a combination of strength, leverage, takedowns, control holds, or come-a-longs
138 with sufficient force to make the lawful arrest without aggravating a suspect's
139 combativeness.
140 ○ The object of this level of force is to gain control and enforce the suspect's
141 compliance while minimizing the risk of injury to deputies, bystanders, or the person
142 being placed in custody.
143 ○ Where lesser levels of force are ineffective, deputies may employ approved
144 compliance techniques sanctioned and taught through academy training. Where
145 applicable, soft compliance techniques should precede hard compliance techniques.
146

147 **Intermediate Weapons (Level IV)**

148

- 149 ● Pepper Spray
150 ○ The use of chemical agents is restricted to situations where higher levels of force are
151 unnecessary and lesser levels are inappropriate or ineffective.
152 ○ The only chemical weapon authorized for routine use is oleoresin capsicum (OC) or
153 "pepper spray."
154 ○ Pepper spray shall be used only to the extent necessary to overcome the resistance of
155 the suspect within training standards.
156 ○ Pepper spray shall not be used to threaten to elicit information or persuade people to
157 comply with orders, nor shall they be used on people who are handcuffed, secured,
158 and properly in custody.
159 ○ The application of pepper spray shall be kept to the absolute minimum required to
160 effectively control the subject.
161 ○ Pepper spray shall not be used on persons who are visibly sick, injured, or who are
162 having obvious respiratory problems.
163 ▪ Applying pepper spray to such persons can result in a greatly intensified injury
164 compared to the threat that they may present.
165
166 ○ See [RR 1-18, Weapons](#).
167
168 ● Expandable Baton
169 ○ The expandable baton is an impact weapon and is the only authorized striking
170 weapon for deputies.
171 ○ The expandable baton may be used in quelling confrontations involving physical
172 violence where higher levels of force are unnecessary or inappropriate and lesser
173 levels are inappropriate or ineffective.
174 ○ Deputies who carry the expandable baton shall be trained and certified in its use.
175 ○ See [RR 1-18, Weapons](#).

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- **TASER**
 - The TASER is a less lethal alternative weapon used to gain suspect compliance by applying the TASER brand energy weapon on a subject, or firing the weapon at a subject from a safe distance through the use of compressed nitrogen, which shoots two small probes up to 25 feet.
 - The TASER may be used when necessary and appropriate to reduce the potential for death and serious injury to all persons where the suspect is displaying aggressive actions toward the deputy or others.
 - The TASER shall not be used in cases where the suspect is simply non-compliant unless reasonable and articulable circumstances exist to justify this level of force. This application of force requires detailed documentation.
 - The use of the TASER is restricted to situations where higher levels of force are unnecessary and lesser levels are inappropriate or ineffective.
 - Deputies who carry the TASER shall be trained and certified in its use.
 - See [RR 1-18, Weapons](#)).

- **Less Lethal Munitions**
 - Less lethal munitions are an alternative weapon used to gain suspect compliance by applying the less lethal weapon on a subject, or firing the weapon at a subject from a safe distance.
 - Less lethal munitions may be used when necessary and appropriate to reduce the potential for death and serious injury to all persons where the suspect is displaying aggressive actions toward the deputy or others.
 - The less lethal munitions shall not be used in cases where the suspect is simply non-compliant unless reasonable and articulable circumstances exist to justify this level of force. This application of force requires detailed documentation.
 - The use of less lethal munitions is restricted to situations where higher levels of force are unnecessary and lesser levels are inappropriate or ineffective.
 - Deputies who carry the less lethal munitions shall be trained and certified in its use.
 - See [RR 1-18, Weapons](#)).

- **Canine**
 - A Canine may be employed to:
 - Affect the arrest of a person(s) whom the deputy has reasonable grounds to believe committed a felony or misdemeanor, and is attempting to escape or avoid capture.
 - Apprehend a person who is suspected to have committed a felony or misdemeanor and is armed with a weapon.
 - Apprehend a person acting aggressively toward officers.
 - Search a building and apprehend a criminal offender secreting him/herself within the building.
 - ❖ Prior to releasing the Canine, the handler shall, if circumstances permit, announce the Canine is being released.

- 220 ❖ Prior to releasing the Canine in a building search, the Canine handler shall
- 221 loudly and clearly announce the presence of the Canine and provide specific
- 222 instructions to the offender.
- 223
- 224 ○ The Canine shall not be used:
- 225 ▪ To apprehend juveniles believed to have only committed status offenses.
- 226 ▪ In cases where the suspect is simply non-compliant unless:
- 227 ❖ The suspect poses an immediate threat of injury or use of deadly force toward
- 228 others, or
- 229 ❖ Is armed and threatening the use of a weapon, or
- 230 ❖ In the process of committing a felony or misdemeanor, and or
- 231 ❖ Attempting to avoid capture.
- 232

233 **DEADLY FORCE**

- 235 ● Use of force continuum (Level V)
- 236 ○ Deadly force is any use of force likely to cause death, regardless of the weapon used.
- 237 ○ When applying deadly force, the deputy's objective shall be to stop the threat.
- 238 Deputies may use deadly force:
- 239 ▪ Only under a reasonable belief that the action is in defense of human life,
- 240 including the deputy's or in defense of any person in imminent danger of serious
- 241 physical injury.
- 242 ▪ Against a fleeing felon only under a reasonable belief that the action is in defense
- 243 of human life, including the deputy's or in defense of any person in imminent
- 244 danger of serious physical injury. No other reasonable means of capture must be
- 245 available to the deputy in this case without endangering the deputy's life or the
- 246 life of another person.
- 247 ▪ Imminent danger does not mean "immediate" or "instantaneous", but that an
- 248 action is pending. In evaluating "imminent danger" the deputy must reasonably
- 249 believe that the person:
- 250 ❖ Possesses a weapon or is attempting to gain access to a weapon.
- 251 ❖ Is armed and running to gain tactical advantage or cover.
- 252 ❖ Has the capacity of inflicting death or serious physical injury and is
- 253 demonstrating an intention to do so.
- 254 ❖ Is attempting to escape from the vicinity of a violent confrontation in which
- 255 he inflicted or attempted to inflict death or serious physical injury and if the
- 256 suspect escapes, the life of the deputy or the life of another person will be in
- 257 imminent danger of death or serious physical injury.
- 258
- 259 ○ No other safe alternative is available.
- 260 ▪ A deputy is not required to use or consider alternatives that increase danger to
- 261 themselves or others, but if a safe alternative to the use of deadly force is likely to
- 262 achieve the purpose of averting the imminent danger, deadly force is not
- 263 necessary.
- 264

- Verbal warning. If feasible, and if to do so would not increase the danger to the deputy or others, a verbal warning to submit to the authority of the deputy shall be given prior to the use of deadly force.
 - If possible or applicable, less-lethal munition weapons should be used in lieu of deadly force.
 - In some escalating deadly force situations, less-lethal munitions may be justified to be used as deadly force.
 - If possible or applicable, the use of a Canine may be used in lieu of deadly force.
 - Firearms may be used to kill seriously injured or dangerous animals when no other disposition is reasonably practical. Prior to discharging a firearm for this purpose, a supervisor's approval shall be obtained.
- Roadblocks
 - Deputies may set up a roadblock only in the case of a fleeing felon, and only under a reasonable belief that the action is in defense of human life, including the deputy's or in defense of any person in imminent danger of serious physical injury.
 - Given the liability and constitutional considerations, roadblocks must be reasonable. Only the Sheriff, a command officer, or in their absence, the on-duty supervisor can order the formation of a stationary roadblock. The decision to do so shall be guided by reasonableness. Reasonableness in this context involves several characteristics:
 - The nature and seriousness of the offense.
 - The probability of the roadblock's success.
 - Availability of alternatives to the use of a roadblock.
 - The location of the roadblock and the environmental conditions.
 - The existence of an adequate warning to the suspect and other drivers.
 - The danger posed by the suspect to the public.
 - The opportunity for the suspect to stop before colliding with the roadblock.
 - The safety of deputies establishing the roadblock.
 - The risk of physical injury to the occupants of the pursued vehicle.
 - See [GO 2-9 Vehicle Operations](#), regarding the conduct of Roadblocks.
 - A Use of Force Report shall be initiated by the supervisor in the Sheriff's Office Records Management System, Internal Affairs, Use of Force Module prior to the end of the shift.

LIMITATIONS ON FORCE

- The following acts associated with the use of force are prohibited.
 - Firing into crowds.
 - Firing of warning shots.
 - Firing from a moving vehicle.
 - Firing at a moving vehicle is prohibited, except where the deputy reasonably believes that:
 - An occupant of the other vehicle is using, or threatening to use, deadly force by any means other than the vehicle; or

- 310 ▪ A vehicle is operated in a manner deliberately intended to strike a deputy or a
- 311 citizen and all other reasonable means of defense have been exhausted (or are not
- 312 present), including moving out of the path of the vehicle and the safety of
- 313 innocent persons would not be unduly jeopardized by the deputy's action.
- 314 ▪ Deputies shall not fire at or in the direction of a vehicle that no longer poses an
- 315 immediate threat.
- 316
- 317 ○ Firing into a building or through doors when the person fired at is not clearly visible
- 318 unless deputies are being fired upon from such building or through such door.
- 319 ○ Firing at a suspect when lesser force could be used and the deputy believes that the
- 320 suspect can be apprehended reasonably soon thereafter without the use of deadly
- 321 force, or when there is any substantial danger to innocent bystanders.
- 322 ○ Application of chokehold or carotid control holds.
- 323 ○ Use of any flashlight as batons.
- 324 ▪ A deputy may use a flashlight or other object designed for a use other than as a
- 325 weapon only to defend themselves or another from imminent serious physical
- 326 injury or death and then only if agency sanctioned methods are not available or
- 327 are impractical.
- 328 ▪ The use of a flashlight under such circumstances may be deemed an application of
- 329 deadly force.
- 330
- 331 ○ The carrying or use of saps, blackjacks, slapjacks.
- 332 ○ Use of deadly force against unarmed, non-dangerous fleeing felons, fleeing
- 333 misdemeanants, or traffic offenders.
- 334 ○ Any use of force not reasonably necessary in the light of the circumstances
- 335 confronting the deputy.
- 336 ○ Forcible enforcement action when off-duty is discouraged except when in the
- 337 discretion of the deputy, circumstances are present which seriously threaten life,
- 338 valuable property, or public order.
- 339

340 REPORTING USE OF FORCE

- 341
- 342 • The following uses of force shall be documented by deputy sheriffs and supervisors:
- 343 ○ Any application of force using level IV level V weapons.
- 344 ○ Anytime a deputy discharges a firearm either intentionally or unintentionally at or in
- 345 the direction of another person.
- 346 ○ Any use of force involving use of personal weapons (hands, feet, knees, elbows, etc.)
- 347 involving strikes or blows to the suspect.
- 348 ○ Any time a suspect must be physically taken to the ground to be detained or to affect
- 349 an arrest.
- 350 ○ Any time a suspect complains of or suffers any injury during or following a deputy's
- 351 hands on interaction with the suspect when the injury or complaint of injury occurs
- 352 prior to the suspect being released from the deputy's custody.
- 353 ▪ This shall include injuries sustained or complaints of injuries received by and
- 354 following the application of restraint devices.
- 355

- 356 ○ Any use of force utilizing a Canine, when the suspect or any other person is bitten
357 regardless if medical attention is required.
358
- 359 ● The following actions shall require a Show of Force report be completed in the use of
360 force module in the Sheriff's RMS:
- 361 ○ Anytime a deputy points or displays a firearm at or towards another person with the
362 intent to achieve compliance by that person.
363 ○ Anytime a deputy points a TASER or other similar device at another person with the
364 intent to achieve compliance by that person.
365 ○ Anytime a deputy displays a chemical agent container at or towards another person
366 with the intent to achieve compliance by that person.
367 ○ Anytime a deputy displays an impact weapon at or towards another person with the
368 intent to achieve compliance by that person.
369 ○ Anytime a deputy discharges a firearm at an animal aggressively approaching the
370 deputy.
371 ▪ A Show of Force shall not be statistically reported as a use of force.
372
- 373 ● The following uses of force are not required to be documented by deputy sheriffs:
- 374 ○ The simple act of grabbing a suspect attempting to leave the scene of a lawful
375 detention or arrest.
376 ○ Routine application of common restraining devices such as handcuffs or leg shackles
377 during a lawful detention or arrest, when no injury is sustained or complained of.
378 ○ Escort holds while escorting a suspect following a lawful detention or arrest.
379 ○ When physically removing a demonstrator or clearing demonstrators from the scene
380 of a protest or civil disturbance or riot if no injury is sustained or complained of.
381 ○ When deputy sheriff's points or displays a firearm while conducting a search warrant
382 or other justified search of a residence, building or vehicle during the clearing portion
383 of the search.
384 ○ When a deputy sheriff discharges a firearm to euthanize a suffering animal; however,
385 an officer report shall be completed.
386 ○ The mere act of un-holstering a firearm, TASER, chemical weapon container, or
387 impact weapon unless such act or display is used to gain compliance.
388
- 389 ○ Deputy Sheriffs shall:
- 390 ▪ Render appropriate first aid and summon EMS personnel if applicable.
391 ▪ Immediately notify the on-duty supervisor of the use of force.
392 ▪ Document the Use of Force in the incident report associated with the call that
393 resulted in the use of force prior to the end of their shift documenting the
394 following:
- 395 ➤ A specific description of level of force applied;
396 ➤ The specific actions of the suspect, prior to and during the application of
397 force, that required the use of force utilized;
398 ➤ If any lesser level of force was attempted and the specific force attempted to
399 include verbal commands;
400 ➤ The number of and names of other deputies present during the application of
401 the force;

- 402 ➤ Description of the injury received or complained of by the suspect;
403 ➤ Any medical treatment sought and who rendered medical treatment or injury
404 evaluation.
405
406 ▪ All deputy sheriffs present on scene at the time reportable use of force was
407 applied shall write a supplemental report regarding their actions and observations
408 to include the above information if known.
409
410 ○ The supervisor shall:
411 ▪ Initiate a Use of Force entry in the Sheriff's Office Records Management System,
412 Internal Affairs, Use of Force module prior to the end of their shift.
413
414 ○ Injuries sustained by Sheriff's Office personnel during training or demonstrations are
415 not required to be documented under this policy.
416
417 ● Following a TASER deployment:
418 ○ Always use care and proper personal protective equipment when handling TASER
419 probes that have been removed from an individual.
420 ○ TASER probes are designed to break the skin and they should be treated as a
421 biohazard (see [GO 2-34 Communicable Disease](#)).
422 ○ The TASER cartridge, including the wire bundles, blast doors, probes, and AFID
423 tags, should be collected.
424 ○ AFID tags and blast doors scatter upon firing the TASER and may not be able to be
425 located. A reasonable effort should be made to collect these items.
426 ○ The probes should be inserted, point side down, into the expended cartridge.
427 ○ Tape should be used to secure the probes inside of the expended cartridge.
428 ○ The cartridge, including the probes, wire bundles, and any blast doors and AFID tags
429 located, should be packaged in accordance with [GO 2-15 Evidence Procedures](#).
430 ○ The sealed evidence bag shall be marked as a biohazard with an orange and black
431 "Biohazard" sticker and submitted into property and evidence in accordance with [GO](#)
432 [2-15 Evidence Procedures](#).
433

434 **INVESTIGATION AND DEPARTMENTAL RESPONSE**

- 435
436 ● Deputy sheriffs and supervisors may be disciplined for the following:
437 ○ Applying or participating in the application of inappropriate or excessive use of force;
438 ○ Failure to intervene in the application of inappropriate or excessive force, if present,
439 during the application of such force;
440 ○ Failure to report known or suspected inappropriate or excessive use of force.
441
442 ● Removal from duty
443 ○ Pending internal administrative review, any deputy whose actions or applications of
444 force results in death or serious physical injury of another shall, at the Sheriff's
445 discretion, be removed from line-duty assignment.
446 ○ This action protects both the deputy's and the community's interest until the situation
447 is investigated and resolved.

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- Internal review
 - A deputy's first line supervisor, sergeant or lieutenant, shall review all Show of Force incidents involving the pointing of a firearm or TASER, or display of a chemical weapon device or impact weapon at or toward any person or the discharge of a weapon at or towards an aggressive animal.
 - The first line supervisor shall review the body camera, in car camera, TASER cam footage of the incident if applicable;
 - The first line supervisor shall review the deputy's incident report;
 - The first line supervisor shall determine if such use of force was proper and justified and within Sheriff's Office policy;
 - The first line supervisor shall report their findings through the Use of Force module to the respective Division Commander;
 - The Division Commander shall review the first line supervisor's use of force report and either concur with the findings or direct necessary corrective actions.
 - ❖ In the event the review determines the pointing of the firearm or TASER or display of a chemical weapon device or impact weapon was inappropriate, the finding shall be referred to the Chief Deputy through the use of force module for review and any necessary internal affairs investigation.
 - The Chief Deputy shall initiate an internal affairs investigation or review the following reported uses of force and shall report the findings and actions taken, if any, to the Sheriff:
 - Citizen complaints of inappropriate, unjustified or excessive force used by a deputy;
 - When an offender is injured following the application of any level of force;
 - The discharge of a firearm, either intentionally or unintentionally at or in the direction of another person or structure ;
 - When a deputy uses any impact or chemical weapon on an offender.
 - The use or display of any non-agency issued weapon in the line of duty.
 - The Investigations Division Commander shall initiate a criminal investigation any time a reported use of force involves the discharge of a firearm where another person is injured or killed.
 - The Investigations Division Commander shall initiate a criminal investigation, if directed to do so by the Chief Deputy or Sheriff in cases where the internal affairs investigation determines any use of force to be inappropriate.
- Board of Inquiry
 - The Sheriff or Chief Deputy may, at their discretion, convene a Board of Inquiry to examine those cases when a deputy has taken the life of or seriously injured another person. The Board of Inquiry shall determine whether:
 - Sheriff's Office policy was violated.
 - Relevant Sheriff's Office policy was clearly understandable and effective to cover the situation.
 - Training and policy needs were adequate.

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- If a Board of Inquiry is convened, the Chief Deputy shall appoint at least four members to the board of inquiry to include:
 - A command officer holding the rank of Captain or higher, who shall serve as the board leader.
 - A certified firearms instructor, if a firearm or less lethal firearm was used by the deputy, and
 - A Sheriff's Office Armorer, if a firearm or less lethal firearm was used by the deputy, or
 - A certified instructor in the use of the Taser, if a Taser was used, or
 - A certified instructor in the use of impact weapons, if an impact weapon was used, or
 - A certified defensive tactic instructor, if personal weapons were used, or
 - A certified driving instructor, if a Sheriff's Office vehicle was used.
 - At least Two (2) rank and file employees (one chosen by the employee under investigation).
 - The board will meet as needed until the specific incident has been fully examined. However, the board should report as expeditiously as possible to prevent delaying the conclusion for both the employee and the Sheriff.
 - The board may call witnesses including:
 - The internal affairs investigating officer.
 - The employee under investigation.
 - Other Sheriff's Office employees.
 - Other witness from the general public.
 - Disposition
 - The board will present its majority finding to the Chief Deputy in writing within five (5) working days after completion.
 - The Chief Deputy will forward the completed internal affairs investigation report, including the finding of the Board of Inquiry to the Sheriff within ten (10) working days after receipt.
 - Internal investigations
 - Serious applications of force shall require two types of investigations, an administrative investigation to determine whether Sheriff's Office policies were violated and a criminal investigation to determine if criminal laws were violated.
 - The criminal investigation shall be discontinued whenever the Sheriff determines that no illegal misconduct occurred. [See RR 1-9, Complaints/Internal Affairs Investigations.](#)
 - Drug/ alcohol testing
 - Immediately following the use of deadly force, or as soon as practical thereafter, any Deputy Sheriff involved in the delivery of deadly force shall submit to drug and alcohol testing to determine if he/she was impaired by drugs or alcohol at the time of the use of force incident.

- 539 ○ The on-duty supervisor or employee’s supervisor, or internal affairs investigator shall
540 accompany the deputy to an approved medical facility for testing.
541 ○ Testing shall be conducted in accordance with [GO 2-35, Alcohol/Drug Testing](#).
542
- 543 ● Psychological services
- 544 ○ A post-shooting psychological follow-up shall be instituted by the Sheriff, whenever
545 he deems appropriate.
 - 546 ○ During an internal investigation, the Sheriff’s Office shall do all within its power to
547 avoid placement of a stigma on the deputy who discharges a firearm in performance
548 of duty.
 - 549 ○ Following a shooting that results in death, the deputy shall not return to duty until a
550 psychological evaluation has been conducted, and identified counseling has been
551 received.