WHEREAS, the safety of our students and staff is a top priority and our Department of Safety must occasionally intervene to protect our students and staff; and

WHEREAS, under current district policies and procedures, DPS Department of Safety Officers may only use handcuffs in an emergency and with extreme caution and when less restrictive alternatives are not available; and

WHEREAS, as a part of its commitment to review all policies and procedures through the lens of becoming a trauma-informed school district dedicated to the Whole Child and equity, the Board has undertaken a review of the Board policy and regulation on the use of handcuffs; and

WHEREAS, the Board believes that any use of handcuffs should be closely monitored and reviewed to ensure that handcuffs are rarely used and are not used disproportionately with any particular group of students; and

WHEREAS, the Department of Safety is committed to implementing the proposed solutions named below in this Resolution; and

NOW, THEREFORE BE IT RESOLVED, the District shall amend any necessary policies or procedures in collaboration with the community in order to eliminate the use of handcuffs by DPS Department of Safety Officers with any student in elementary school, with a narrow exception that handcuffs could be used with fourth and fifth grade students if there is an imminent and probable threat of serious bodily injury to self or others (e.g. substantial risk of death); and

BE IT FURTHER RESOLVED, that any time a student is handcuffed, a first responder should be called and a determination made about whether the student should be transported to the hospital, taken into custody, or released to a parent or guardian; and

BE IT FURTHER RESOLVED, in order to ensure continuous accountability and review, every use of handcuffs by DPS Department of Safety Officers shall be reviewed by the District’s Force Review Board, which shall include cross-departmental leaders from the Department of Safety, Student Equity and Opportunity, Human Resources, and the Office of General Counsel; and

BE IT FURTHER RESOLVED, starting this summer, the Department of Safety will add five more days of annual and ongoing training for its Campus Safety Officers, which will include at minimum:

- Non-violent Crisis Intervention training on the use of physical holds/restraints and de-escalation training;
Additional training on what constitutes an emergency and what less restrictive alternatives can be implemented in such situations; and
Additional training on restorative practices and implementing Safety procedures through the lens of being a trauma-informed District; and

BE IT FURTHER RESOLVED, the Department of Safety will create and provide an annual update for the Superintendent and the Board on the implementation of this Resolution, which shall include disaggregated data on the use of handcuffs in the prior year and the measures implemented in order to decrease the use of handcuffs with students.

___________________________________ __________________________________
Anne Rowe, President             Dr. Carrie Olson, Secretary