

**POLICE ADVISORY AND REVIEW COMMITTEE  
EXECUTIVE DIRECTOR’S REPORT  
April 1, 2020 – June 30, 2020**

Executive Director Clarence Vaughn completed his service as Executive Director of the Police Advisory and Review Committee on April 3, 2020; Ola Blackmon-McBride served as Interim Director of PARC during the remainder of the time represented in this report.

**AUDIT OF DISCIPLINE PROCESS**

The Committee audits all completed investigations from the Internal Affairs Unit of the Knoxville Police Department. The results of the second quarter audits were as follows:

<b>Total Cases Audited by Committee:</b>	<b>4</b>
<b>Officers Disciplined</b>	<b>4</b>
<b>Civilian Employees Disciplined</b>	<b>0</b>

<u>Disciplines Imposed</u>	<u>Number of Officers</u>	<u>Number of Civilian Employees</u>
Written Reprimand	3	n/a
Verbal Counseling	1	n/a

The Police Advisory and Review Committee concurred with the Internal Affairs Unit’s conclusions on two of the cases reviewed.

**AUDITS OF KPD POLICIES AND PROCEDURES**

The Executive Director reviewed the following ordinances, policies, and procedures as part of the evaluation of the Internal Affairs Investigations and complaints brought to the Executive Director:

- Administrative Rule 1.06 (Harassment)
- Administrative Rule 1.07 (Workplace Violence)
- General Order 1.36 (Harassment)
- General Order 1.41 (Bias Based Policing)
- General Order 2.16 (Microphone Use)
- General Order 2.19 (Notification of Consular Officials)
- General Order 2.3 (Prisoner Transportation Handcuffing)
- General Order 7IA (Procedure)
- Standard Operating Procedure 1.03 (Knowledge of Laws and Regulations)
- Standard Operating Procedure 1.19 (Unbecoming Conduct)
- Standard Operating Procedure 1.21 (Unsatisfactory Performance)
- Standard Operating Procedure 1.41 (Court Responsibility)
- Standard Operating Procedure 1.24 (Use of Force)
- Standard Operating Procedure 2.04 (Conduct – General)
- Standard Operating Procedure 2.07 (Truthfulness)
- Standard Operating Procedure 3.00 (Courtesy)

**ADVOCACY (STRENGTHENING THE RELATIONSHIP BETWEEN THE CITIZENS AND THE KPD)**

- The Interim Executive Director, PARC Board members and community volunteers provided Cultural Competency Training to the Knoxville Police Department Recruit Class. The training included a panel of community members and small group discussions that focused on community member experiences, perceptions, biases and best practices to improve relationships between community members and law enforcement.

Due to Covid-19, speaking engagements and networking opportunities were not available to the Interim Executive Director.