

CALEA and the Accreditation Process

1105.1 PURPOSE AND SCOPE

The purpose of this policy is to recognize the role of the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the International Association of Campus Law Enforcement Administrators (IACLEA) at the University of Maryland, Baltimore Police Department (UMBPD).

1105.2 POLICY

It shall be the policy of the UMBPD to adhere to policies and procedures that are consistent with current law enforcement practices, which mirror best practices as outlined with CALEA and IACLEA standards, and to support the Agency's accreditation process.

1105.3 CALEA

(a) History

1. In 1929, the Wickersham Commission in Congress made recommendations to improve on weaknesses noted in police service. As a follow-up to these recommendations, several different organizations including the American Bar Association and the National Advisory Commission on Criminal Justice, unsuccessfully attempted to write standards for policing. In 1979, the International Association of Chiefs of Police, the National Organization of Black Law Enforcement Executives, the National Sheriff's Association, and the Police Executive Research Forum (PERF) joined forces to create CALEA.

(b) Grants

1. CALEA obtained a grant from the Federal Government to write standards for law enforcement agencies with the objective of improving police delivery of services and to create a greater standardization for administrative and operational practices.

(c) Diverse Standards

1. Although the standards were initially very diverse, each organization wrote a section of the standards with other organizations reviewing and approving which ultimately served to bring about consensus. The standards were then field-tested, refined, and accepted. In 1984, CALEA began accepting applications for accreditation.

1105.4 BENEFITS OF ACCREDITATION

(a) Civil Liability

1. Accreditation greatly reduces civil liability by the adherence to a set of professionally recognized and internationally accepted set of law enforcement policies and procedures.

(b) Positive Evolution

CALEA and the Accreditation Process

1. Accreditation promotes a continuous positive evolution of law enforcement policies and procedures that helps to establish a proven management system of Written Directives, sound training, clearly defined lines of authority, and routine reports that support decision-making and resource allocation.
- (c) Professional Excellence
1. Agencies that are accredited have attained professional excellence and are recognized on a national, state, and local level.
- (d) Enhances Coordination
1. Accreditation enhances coordination of mutual and cooperative law enforcement efforts with neighboring agencies and other members of the criminal justice system.
- (e) Advocacy
1. Accreditation increases advocacy through a forum in which police and citizens work together to prevent and control crime. Partnerships that help citizens understand the challenges confronting law enforcement gives the UMBPD clear direction about community expectations.
- (f) Surveys
1. Community Surveys can be conducted to gauge citizens' perceptions about UMBPD efforts to protect and make their communities safe. Internal surveys can be used to measure members' perceptions about crime suppression efforts, internal organizational structure, and other Agency information not otherwise readily available.
- (g) Fiscal Resources
1. Accreditation improves the ability of the UMBPD to better manage its fiscal and material resources through nationally established cost-effective policies and procedures.
- (h) Promotes Confidence
1. Accreditation promotes confidence in government officials and in the UMBPD. It provides guidelines for an efficient Agency operation that meets the community's needs through its commitment to excellence in leadership, resource management, and delivery of services.
- (i) Employee Morale
1. Accreditation sustains and improves employee morale by symbolizing professionalism, excellence, and competence.
- (j) Keeping Employees Informed
1. Required Written Directives strive to keep employees informed about policies and practices to ensure safety and safeguard rights.
- (k) Taking Pride in the Agency

CALEA and the Accreditation Process

1. Our employees take pride in our agency, knowing that it represents the very best in law enforcement.
- (l) Quality of Life Issues
 1. Accreditation improves the overall quality of life in the community and positively influences growth for those individuals desiring to work and attend the University of Maryland, Baltimore.

1105.5 ACCREDITATION PROCESS

1105.5.1 RECEIVING STATUS

- (a) On November 23, 1996, the University of Maryland, Baltimore Police Department received status as an accredited law enforcement agency with CALEA. In addition, UMBPD met the requirements for accreditation by IACLEA in May 2019, resulting in UMBPD having dual accreditation status.

1105.5.2 ASSESSMENT AND COMPLIANCE

- (a) As an accredited agency, the UMBPD is responsible for continuous assessment and compliance with accreditation standards. The UMBPD Accreditation Manager is responsible for monitoring progress and providing liaison with CALEA and IACLEA.
- (b) This on-going self-assessment ensures the directives guiding the UMBPD are current in the form of being consistent with modern law enforcement policies and remain current with the most recent court rulings affecting law enforcement.
- (c) Each year, a CALEA Compliance Service Member (CSM) will review and assess the proofs of compliance for twenty-five (25) percent of all applicable standards via an electronic files review. The CSM will also review all time-sensitive standards for proof of compliance.
- (d) Re-accredited by CALEA is achieved every four years through a successful annual review of electronic files and a quadrennial site visit from CALEA Site-Based Assessment Team Members during the fourth year of the accreditation process.
- (e) Re-accreditation by IACLEA is achieved every four years through successful biennial reviews of electronic files and obtaining a successful CSM Report from CALEA during the fourth year of the accreditation process.

1105.5.3 ACCREDITATION STANDARDS

- (a) Compliance with CALEA accreditation standards is the responsibility of the Chief of Police. The Accreditation Manager functionally manages CALEA standards compliance and reports to the Support Services Bureau Commander.
- (b) Although accreditation standards are assigned to all components of the Agency, the following components are considered key:
 1. Deputy Chief of Police
 2. Support Services Bureau Commander

CALEA and the Accreditation Process

3. Operations Bureau Commander
 4. All Lieutenants
 5. All First-Line Supervisors and Section Supervisors
- (c) The Accreditation Manager shall maintain an up-to-date CALEA Standards Manual that lists all reports, reviews, and other activities mandated by the Commission on Law Enforcement Accreditation.

1105.5.4 REQUIRED REPORTING

- (a) The key personnel listed above will review written directives for accreditation applicability, ensure that the required reports and activities take place, and identify and correct instances where requirements were not met.
- (b) The procedure to ensure that documentation is completed in a timely manner by the personnel responsible for reports, reviews, inspections, or other activities will include ongoing review of Appendix 8.4.1, Administrative Reports and the CALEA Standards Manual. All required reports shall be submitted timely on or before the due date listed in the appendix.
- (c) When reports are not received by the due date, the Accreditation Manager or designee will notify the Support Services Bureau Commander of the discrepancy.
- (d) Once reports and inspections are complete and reviewed for the approval process, the reports will be distributed as indicated in Appendix 8.4.1. They shall also be utilized as needed as proofs of compliance for CALEA and IACLEA Standards in the assessment section of PowerDMS.