

## **OFFICE OF CONSTITUTIONAL POLICING AND POLICY PUBLIC WEBSITE**

### **OFFICE OF CONSTITUTIONAL POLICING AND POLICY**

Since 2013, the Office of Constitutional Policing and Policy (OCP) has assumed various responsibilities and organization structures which evolved into its current iteration. The Director of the OCP is the highest-ranking civilian within the Los Angeles Police Department.

### **THE MISSION OF THE OFFICE OF CONSTITUTIONAL POLICING AND POLICY**

The OCP's priority is to assist Los Angeles Police Department (LAPD or Department) personnel by supporting effective, constitutional policing through policies, procedures, analysis, advice, guidance, and other essential information. To further enhance the mission, the OCP oversees the Policy Analysis and Development Unit (PADU); the Diversity, Equity, and Inclusion (DEI) Group; Audit Division; Grants Section; Risk Management and Legal Affairs Division (RMLAD); and, the Strategic Planning Section.

The PADU's primary mission is to develop policies and procedures, analyze and review upcoming local, state, and federal legislation. The DEI Group's mission is to institutionalize a culture within the Department that embraces diversity and promotes equity and inclusion by enacting formal, transparent, and progressive policy that safeguards every employee while taking into account community stakeholder input. Part of the DEI Group's oversight includes the Ombuds Section, which is responsible for the Alternative Dispute Resolution (ADR) Program. The ADR Program provides assistance to Department employees in dealing with internal conflicts, disputes, and assists with early intervention in workplace conflicts and misunderstandings.

Audit Division was established to conduct Department audits which identify issues, recommend improvements, and promote accountability. This will safeguard Department personnel and the City of Los Angeles against lawsuits and claims when they arise and proactively mitigate risks.

Risk Management and Legal Affairs Division's mission is to develop strategies to help reduce physical, organizational, and financial risks associated with the police-related activities through legal analysis and policy development. Additionally, RMLAD assists branches within the city to assist in reducing and preventing litigations and provide investigative support to the Office of the City Attorney (CA). Risk Management and Legal Affairs Division works in conjunction with the CA's Office to respond to civil discovery requests, criminal and civil motions, and provides timely police litigation information to the Department Risk Manager (DRM). The DRM reviews and provides recommendations to the Risk Management Executive Committee (RMEC), which is responsible for reviewing employee performance, non-disciplinary steps to address any performance, behavioral, or other managerial concerns.

The Strategic Planning Section's mission is to create initiatives, key activities, and milestones to assist Department entities who share a role in the accomplishment of the Strategic Plan.

In addition, the OCP oversees the Grants Section which is responsible for approving grant expenditures, coordinating payment invoices, and ensuring timely processing of all grant applications.

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**RESPONSIBILITIES**

- Leads the development of the LAPD's policies and procedures;
- Manages the Department's legal affairs and risk management initiatives;
- Administers internal auditing and compliance programs;
- Communicates with and advises the Chief of Police;
- Provides legal and policy advice to various boards (e.g., Internal Affairs investigations, and other complex personnel matters);
- Serves as the Department Risk Manager;
- Chairs the Risk Management Executive Committee;
- Provides leadership and oversight for subordinate commands;
- Build awareness, solutions, and leadership for racial justice by collaborating and generating transformative ideas, information, and experiences; and,
- Creates, promotes, and fosters cultural competency in policing to safeguard every employee and community members' rights.

**SPECIAL DUTIES**

- Ethics Coordinator for the Department;
- Academic Research and Partnerships Coordinator;
- Adjudication of complaints involving high-level command staff or other instances where chain of command conflicts of interest arises;
- Department-wide Gang Enforcement Detail Extension and Financial Disclosure Coordinator;
- Conduct audits and inspections as directed by the Chief of Police and the Board of Police Commissioners;
- Reviews all new directives and orders to assess risk and auditing/inspecting responsibility; and,
- Prepares periodic reports to the Police Commission, Chief of Police, and the Directors of Offices.