

**CHELMSFORD POLICE DEPARTMENT**  
**MISSION STATEMENT**

**We, The Chelmsford Police Department, in partnership with our community are committed to maintaining the peace, protecting life and property, and providing professional law enforcement and crime prevention services. We accept the challenge of reducing the fear of crime by the prevention of criminal activity. We shall provide these services with compassion, dignity, and proficiency within the framework of the United States Constitution.**

**To enhance the quality of life for all citizens we will cooperate with other agencies and groups to resolve community concerns. To fulfill our mission, The Chelmsford Police Department will provide a supportive work environment that fosters the professional development of its members.**

**Service will be our commitment.  
Honor and Integrity our mandate.**





**CODE OF ETHICS**

*On my honor,  
I will never betray my badge,  
My integrity, my character,  
Or the public's trust.  
I will always have the courage to  
Hold myself and others accountable  
For our actions, I will always uphold the  
Constitution and the community I serve.*

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# POLICE DEPARTMENT OPERATIONAL PRIORITIES

- **REDUCTION OF CRIME / FEAR OF CRIME**

  - PROACTIVE PATROL OPERATIONS / THOROUGH FOLLOWUP INVEST.

- **CONTINUE COMMUNITY POLICING INITIATIVES**

  - QUALITY OF LIFE ISSUES / CONCERNS

  - PROBLEM ORIENTED POLICING STRATEGIES

- **SCHOOL SAFETY PROGRAMS**

  - SCHOOL RESOURCE OFFICER PROGRAM

  - EXTENSIVE LOCAL / REGIONAL SAFETY TRAINING

- **COMMUNITY WELLNESS**

  - MENTAL HEALTH ISSUES

  - SUBSTANCE ABUSE DISORDER ISSUES – CLINICIAN OUTREACH

  - DIVERSITY ISSUES – ESTABLISHED DIVERSITY CMT.

- **TRAFFIC / SAFETY CONCERNS**

# **DIVERSITY STATEMENT**

## **GOALS**

At The Chelmsford Police Department, we embrace diversity, equity, and inclusion. These concepts are not only about equal opportunity and fair treatment, they are the cornerstone of our mission to practice Inclusive Community Policing, that is accessible and accountable to all members of our community. It is our goal to work together as a community to give everyone a voice, and to collaborate and coproduce programs and initiatives that improve public safety in a just and effective way. In furtherance of this goal, we are continually analyzing our training, planning, and operations to ensure that we incorporate these important concepts into all that we do. We are only at our best when everyone in our community feels welcome and safe.

# APPROACH FOR ACHIEVING DIVERSITY GOALS



**ENHANCED OFFICER  
TRAINING**



**COMMUNITY OUTREACH  
INITIATIVES**



**OPERATIONAL  
MODIFICATIONS**

## **ENHANCED** **OFFICER** **TRAINING**

- **Implicit Bias Training**
- **Fair and Impartial Policing and Procedural Justice.**
- **De-escalation Training.**
- **Crisis Intervention Training (40Hr Course).**
- **Interactions with persons suffering from Mental Health Issues / Emotional distress.**
- **Interactions with persons suffering from Substance Abuse Disorders.**
- **Interactions with person with special needs – Autism, Dementia.**
- **Interacting with the LGBTQ community and Police relationship building.**
- **Police Interactions with Youth**

# CHELMSFORD POLICE DEPARTMENT OUTREACH INITIATIVES

**Police Athletic League** – PAL. PAL Program donates over \$50K a year back into the community…Money donations, Food Assistance, Heating Oil, Gas Assistance. PAL donates a 10K scholarship every year to Chelmsford High School Seniors. Largest scholarship awarded in Town.

Flag Football, Floor Hockey, Family Movie Night – No cost open to region. Bicycle safety events, Donation of bike helmets, Donation of bikes to kids in need. Donations of presents to kids in need around the holidays.





## **C.P.D. OUTREACH INITIATIVES**


- CPD Participates in Special Olympic Events across the State
- CPD Participates in COPS For Kids with Cancer Events
- CPD Participates in Breast Cancer Awareness Events
- Toys For Tots Drive every year around the holidays
- Tip-A-Cop Program – Officers volunteer and wait tables at local restaurants raising money for various charities.
- Tow Drunk to Drive Program – Officers and Tow Company provide free transportation to anyone who needs it.

# **C.P.D. OUTREACH INITIATIVES**

- Police Station Tours – Boy and Girl Scouts, etc..
- Officers participate in CAREER DAY at the High School.
- C.P.D. Participates with College Intern Program.
- Officers Volunteer and help coach various sports at C.H.S.
- Officers participate in READ INS at Elementary Schools
- C.P.D. Participates in Middlesex Sheriff's Youth Academy.
- C.P.D. works with other Town agencies Regarding Age Friendly Initiatives.


# **C.P.D. OUTREACH INITIATIVES**

- Birthday Party Drive-Bys
- No Shave November (Top 5 in State)
- Provide Security Assessments and Training at local businesses and Places of Worship. (Active Threats, Workplace Safety).
- Doing more and more on our Social Media Platforms.  
Twitter, Facebook, TIPS 411.
- Continue to build and improve on our Medical Clinician Response Program. (Ride Alongs, Video / Phone Response.



## **C.P.D. OUTREACH INITIATIVES**

**The goal of all these programs and initiatives is to interact with members of our community, and beyond, create long lasting positive partnerships, and help keep our Town and region a great place to be a part of.**



**C.P.D.  
OPERATIONAL  
MODIFICATIONS**

- **Department Review of Use of Force Policies**
  - Choke Holds**
  - Duty to Intervene**
  - De-escalation**
- **Established a WELLNESS DIVISION within the Police Department.**
  - Mental Health**
  - Substance Abuse Disorders**
  - Diversity Issues.**
- **Increased Deployment of Medical Clinician.**
- **Established a DIVERSITY COMMITTEE within the Police Dept. Comprised of Officers with different backgrounds.**



Moving forward the Chelmsford Police Department will continue to prioritize **EMPATHY, RESPECT, DIVERSITY, and INCLUSION** with all that we do.

The dedicated women and men of the Chelmsford Police Department look forward to working with all entities to help keep our community a great place to live, work, and visit.