



King County • Office of Law Enforcement Oversight (OLEO)

COMMUNITY GUIDANCE FRAMEWORK FOR POLICY REVIEWS



This document provides an overview of OLEO's community guidance process for policy reviews. By law, OLEO has authority to review and make recommendations to the Sheriff regarding changes to the Sheriff's Office policies, rules, procedures, or general orders [K.C.C. 2.75.040(D)]. Alongside its other programs,

OLEO aims to further policing standards through evidence-based policy recommendations that are driven by community and rooted in equity.

In service of that mission, OLEO has designed a process to review and develop policy recommendations in direct collaboration and consultation with community. This framework is a living document, and we invite residents of King County to connect with us if you'd like to get involved or share your feedback.

ROADMAP



1

Recognize the Need for Policy Change



2

Initial Policy Review



Policy review may be initiated through:

- King County Sheriff’s Office prerogative
- [CACLEO guidance](#)
- Significant community interest
- Legislative changes or court decisions
- OLEO Investigations’ findings
- [OLEO Policy Program research](#)
- [OLEO Community Engagement efforts](#)

Should the policy be prioritized for review?

If **any** of the following are answered in the affirmative, proceed. If all three are answered “no”, policy will not be prioritized for review.

- *Does this policy or policy change impact communities who are or have been disproportionately harmed by policing?*
- *Does the policy govern direct or ongoing interactions between community members and Sheriff’s Office employees?*
- *Does this policy implicate community members’ life and safety issues?*

OLEO conducts an initial review of each policy if applicable.

1

POLICY REVIEW

Analyze language, definitions, and word choice to ensure the language is clear and cannot be misinterpreted.

2

REVIEW OF PEER AGENCIES

Compare to other law enforcement agencies.

3

REVIEW OF BEST PRACTICES

Seek research & model policies from organizations like ACLU, IACP, etc.

4

REVIEW KCAO AND PAST OLEO REPORTS

Review past recommendations to ensure changes are consistent.

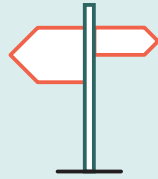
5

ANALYZE FOR REAL WORLD

Analyze for practical adherence in the field and considering social climate & public opinion.

3

Determine Level of Community Guidance



COMMUNITY-GUIDED POLICY PROJECT:

A collaborative process with community and OLEO creating the policy product.

OR

RAPID-RESPONSE REVIEW:

A consultation process: OLEO drafts the policy product and sends to community for feedback.

Is there an urgent need for immediate policy change?

If yes, proceed to **Step 4** and a Rapid-Response Review. If no, ask the following questions. Answering any of these guiding questions "yes" will lead to a Community-Guided Policy Project in Step 4.

- *Is there expertise and capacity in the community situated to provide constructive feedback?*
- *Is the potential policy recommendation a significant deviation from current Sheriff's Office practice (e.g., a complete rewrite versus minor modification)?*
- *Is there organized community interest around this policy area?*



When in doubt, ask **Consulting Community Organizations** for feedback.

4

Draft Policy Product



COMMUNITY-GUIDED POLICY PROJECT

- Identify stakeholders.
- Convene **Stakeholder Working Group**. These projects are meant to be longer term and may last 6-12 months dependent on the project scope.
- **Stakeholder Working Group** may deem it necessary/appropriate to send immediate recommendations to the **Sheriff's Office**.
- Community and OLEO collaborate to draft policy/recommendations/research report.
 - Define the problem, discuss policy options and alternatives.
 - Determine values and goals.
 - Arrive at a consensus - understand potential impact, discuss accessibility, equity, and inclusive language choices.
- Consult with **Stakeholder Working Group** to determine need for additional engagement.
- Finalize policy product (memo, research report, policy language, etc.).
- Send to **Sheriff's Office**.



OLEO's Role: Collaborate

OR

RAPID-RESPONSE REVIEW

- OLEO drafts initial summary of recommendations based on **Step 2: Initial Policy Review**.
- Share out to **Consulting Community Organizations** on a two-week timeline.
- Incorporate feedback from consulting organizations.
- Send final recommendations to **Sheriff's Office**.



OLEO's Role: Consult

5

Communicate Impact & Evaluate Process



6

Community Education



- Post **policy recommendations** on the OLEO website and notify **Community Consulting Organizations** or **Stakeholder Working Group** of action if applicable.
- Monitor **Sheriff's Office** implementation of policy and track community response.
- Communicate updates via newsletter, policy tracker, annual report, etc.
- Gather feedback about the process



Evaluate annually to improve the policy review process and affirm community-driven lens.

- Draft policy primers or educational videos to explain significance of the policy issue.
- Join community events and host workshops to share what OLEO's policy program does.
- Design and deliver capacity-building trainings for those most impacted by a policy.
- Develop a resource library of relevant external programs and materials.
- Work with community organizations to promote resources for educational and personal needs.

OLEO's Role: Inform