EXHIBIT A

The Hancock County Sheriff's Office will adopt and implement the following policies, which will be added to the Departmental Policy and Procedure Manual of the Sheriff's Office:

- Policy No. 4.46 ("Non-Discrimination") will be added as follows:
 - o "Race, ethnicity and national origin must play no role in an officer's decision to stop.

no search and arrest susers when sace assessed as parameter as a parameter as a search as

characteristics (for example: gender age height weight and clothing) to match

ing surger all most superse appendes as mounts are increased dimension.

- "Race, ethnicity and national origin must play no role in an officer's decision to stop, question, search and arrest, except when race, ethnicity or national origin are provided as part of a credible timely and specific suspect description. Even then race
- ing and the state of the state

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- Policy No. 4.03 ("Field Interviews & 'Pat Downs'") will be amended as follows:
- follows:

individual is not lawfully present in the United States Officers may not

prolong a stop to determine immigration status or transfer the individual to

immigration authorities if doing so extends the stop heyond the time

The remainder of Volini No. A IV shall remain in torgo as stated.

Policy No. 4.04 ("Traffic Enforcement") will be amended as follows:

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- A new subsection under Policy No. 4.04, Part IV, A.1 will be added as "c." and will state as follows:
- individual is not lawfully, present in the United. States Officers may not

immigration authorities if doing so extends the stop beyond the time reasonably required to resolve the initial reason for the stop."

- A new subsection under Policy No. 4.04, Part IV will be added as "O." and will state as follows:
 - "Data will he recorded and maintained on all traffic stone whether or not the

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	National Crime Information Center 1 NCIC) database: (2) duration of the
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sports of the country	citation ticket frisk or search selzure of evidence arrest use of force.
	unungen reconstruction injuries fatalities or transfer to immigration). Officers shall distinguish
-	between Hispanic and non-Hispanic drivers and passengers who are run on
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	Sheriff Office's Computer Aided Dispatch ("CAD") System and maintained by the Sheriff's Office
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	These engagements will be available upon request to the nublic free of charge.
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	-rouse vaca unuque were milia Data Initiativa which within 20 days of the and of each quarter of
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	The above information gathering policy will also be added as new Policy No. 2.16 ("Traffic Stop")
115.539994094	Data Collection") under Standards Ethics & Management It will road as follows:
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I .	Information Center ("NCIC") database; (2) duration of the encounter; and (3) the
i de la compan	outcome of the encounter (for example: warning, citation, ticket, frisk or search
	ระเวินา์ย อา ยงเนียกนัย, สาเยระ, นิริยาอาาอาันย์, กัฏนาเยร, าสโลกแยร, อา เกลกรายา เอากากก่อกสนาบกระ
	Officers shall distinguish between Hispanic and non-Hispanic drivers and passengers
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<u> </u>	Wet ynsured new sens report, the worker is point in the track to Court of resemble Personal fore will.
[The nuarterly report will be completed and unloaded onto the Police Data
	initiative website within 20 days of the end of each quarter at
<u> </u>	The state of the s
tari visio	Policy No. 7.02 ("Internal Investigations") will be amended as follows:

- o Policy No. 7.02, Part IV, E. will now state:
 - "The Hancock County Sheriff's Office has made a complaint form available on its website in both English and Spanish. The complaint form may be submitted to the Sheriff's Office via email, U.S. mail, or hand delivery, and an email

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will not be the sole method for making a complaint."

o Policy No. 7.02, Part IV, H. will be amended to include the following additional language:

the complainant informed of the resolution of the complaint within 90 days of submission of the same."

o Policy No. 7.02. Part IV. I. will be amended to include the following language: ---

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keeping complaints in employees' personnel files. Officers may seek to have a complaint removed from their personnel file if within two (2) years of the first complaint, there have been no additional complaints filed; however, the complaint shall be maintained in the master file permanently."

The remainder of Policy No. 7.02 shall remain in force as stated