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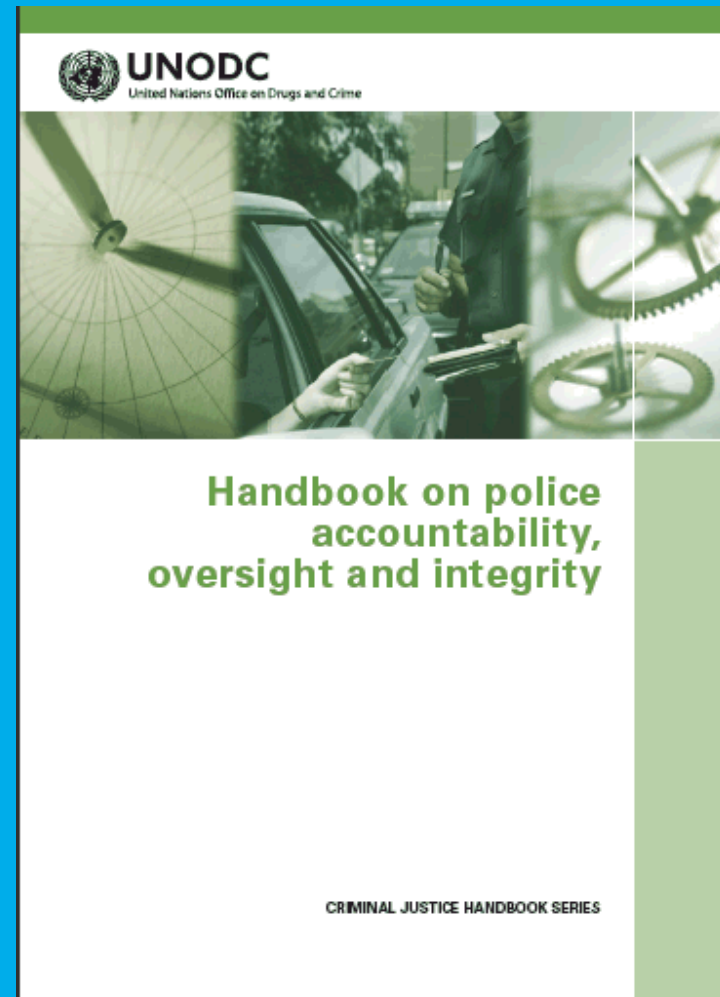
Handbook on police accountability, oversight and integrity

Published in July 2011
(*Criminal Justice Handbook Series*)

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Key elements of an effective police accountability system:

- Legislation (in line with international human rights law) specifying the functions and powers of the police;
- Practical instructions based on the legislation;
- Opportunities for the public to voice their concerns;
- Policies that set priorities on how to deploy police capacity;
- Adequate police training, adequate equipment;
- Adequate supervision and proper reporting procedures;
- A working culture that promotes transparency and evaluation;
- Monitoring of police actions and operations by both police leadership and external organs;



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Key elements of an effective police accountability system:

- Complaints procedures, both for making complaints to the police and to independent bodies
- Effective procedures and policies on how to deal with misconduct, including disciplinary and criminal codes, adequate investigative capacity, procedures for sanctions and appeal procedures
- Independent body to oversee such procedures
- Evaluation and complaints procedures that contribute to the development of new policies, procedures and instructions
- Reliable statistics on police performance, related both to effectiveness in dealing with crime, and to integrity and public confidence.



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While *the Handbook* emphasizes that key players in enhancing police accountability are police officers themselves, it describes **an integrated approach** to establishing an effective police accountability system including both preventive and corrective measures, and explains the roles and functions of the different actors in this system including:

- Government representatives
- Parliament
- Judiciary
- Civil society actors
- Independent Oversight bodies such national human rights institutions