



Establish a Program:

Haddon Heights: Promoting Diversity in Law Enforcement Recruitment and Hiring

(1) Identify underrepresented groups in HHPD:

According to the demographic data which was provided by the U.S. Census website: <https://data.census.gov/cedsci/> regarding the Borough of Haddon Heights it shows that the female population is at 52.3% and the male population is 47.7%. This data presents an underrepresented group amongst current officers that are actively serving the Borough regarding female vs male.

(2) Take action to address any underrepresentation

In reference to this number the Haddon Heights Police Department posts all job opportunities on our Social Media pages, Street Cop Training, Police Academies, and Police notification alerts which get dispersed to all Camden County police agencies and programs. As for new goals and to address any underrepresentation within the Haddon Heights Police Department, we will now be sending all job opportunities out to several social media platforms such as: Women in Law Enforcement, (NABLEO) National Association of Black Law Enforcement Officers, and (NAWLEE) National Association of Women, in order to extend the range of having more candidates apply for the open positions within the Police Department.

Along with posting our job opportunities online we have recently started a new program which includes the Barrington, Lawnside, and Merchantville Police Departments, in a new outreach program at the Haddon Heights High School; of where students of all genders, races, and lifestyles, can speak with officers on a personal level and learn about the criminal justice system in hopes of having a better understanding of the career. We attempted to start this program last year however it was postponed due to COVID. Officers will be assigned to a team or classroom, they then would organize to meet with the team and/or class through the coach or teacher of that group and mentor the students to help answer any questions related to our line of work, and give them the opportunity to see if this is the career path they may be interested in.



(3) Set forth procedures for the collection and reporting of demographic data regarding recruiting, hiring, promoting, and personnel actions:

The demographic data that the Haddon Heights Police Department will be using on an annual basis is provided by the U.S. Census website per the guidelines: <https://data.census.gov/cedsci/>.

The Haddon Heights Police Department's recruitment process is mainly based off of Social Media platforms. The Haddon Heights Police Department posts all job openings on several platforms that can be viewed from all over the Country not just here in New Jersey. Along with posting all new positions online we personally post openings at the local police academies in hopes of obtaining any new prospects that may already be participating in the academy and for those who may have future interest on attending the police academy.

The Haddon Heights Police Department has established a very successful hiring process over the years and continues to adapt to any new changes or ideas when it comes to hiring a new officer for the future. Elements of the selection process consist of the following:

- Physical fitness test
- Oral Review Boards
- Written test based on AG guidelines
- Background Investigation
- Drug Screening
- Medical Examination
- Psychological Examination

The Haddon Heights Promotion process consists of the following categories which are evaluated and based off of a point system:

- Production in reports, investigations, follow-ups, closed cases
- Amount of extra duties (FTO, sergeant out, stepping up when other patrolman out, etc.)
- Significant achievement (award, large case, etc.)
- Community involvement while off duty (events, committees, residency)
- Calls for service
- Pro-active enforcement: traffic stops, radar, traffic posts, and parking enforcement
- Firearms range efficiency
- Physical fitness evaluation
- Written test based on AG guidelines



Personnel actions and evaluating whether the goals set forth are achieved and re-evaluated on an annual basis. The Haddon Heights Police Department will review the demographic data at a minimum of once a year and determine if the program is reducing any disparities within the department. All data will be collected and submitted to the Camden County Prosecutor's Office by January 31st each year, and then be submitted to the Attorney General's Office. All applications that are submitted in the hiring and promotional process must be kept on record and any application denials must be added to the list in Appendix A. Lastly all data that was collected over the year and any updates on the new program are to be reported on the agency website.