



## Needham Police Department

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The Needham Police Department has received the independent investigation that was completed by Attorney Natasha Tidwell into the incident involving members of the Needham police Department and Mr. Marvin Henry in January of 2020. We continue to review and evaluate the report's recommendations and findings.

We agree that racial profiling and bias was not a factor in this incident. We believe that the officers who responded to a call for a crime in progress acted in accordance with the law based on information provided to them on scene. I support the actions of the officers that day. While we are still reviewing the findings and recommendations made in the report, it is important to note that Attorney Tidwell states that she cannot conclude whether probable cause existed to arrest Mr. Henry. Because of that, we disagree with her finding that officers engaged in a search that was in violation of NPD policies and applicable law.

As we continually strive to better serve the Needham community, we also acknowledge that there are opportunities for the Department to improve. We have already implemented some of the recommendations that were included in the report prior to its completion, and we will review and evaluate the other recommendations Attorney Tidwell included, as well.

We recognize that the Needham Police Department should have better communicated with Mr. Henry in the aftermath of the incident and ensuing investigation. We regret any distress this has caused him. We will review all Attorney Tidwell's recommendations and address potential changes that need to be made to ensure that all NPD policies and procedures are fair for the people we serve while protecting the safety of our officers.

Respectfully

Chief John Schlittler