



ABLE
ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT
GEORGETOWN LAW

**CENTER for INNOVATIONS
in COMMUNITY SAFETY**
GEORGETOWN LAW

Chief Orlando Rolón
Orlando Police Department
1250 West South Street
Orlando, FL 32805

1 February 2022

Dear Chief Rolón:

The ABLE Project is committed to providing law enforcement agencies with the tools and training they need to create robust cultures of active bystandership. ABLE seeks to accomplish this via the 10 Standards with which all ABLE agencies are required to comply, and to which the Orlando Police Department committed when it was accepted to the ABLE Project. Among ABLE's requirements is teaching the provided curriculum with fidelity to ABLE's guidelines and specifications. (The full Standards may be found at <https://www.law.georgetown.edu/cics/able/program-standards/>)

In late September 2021, the ABLE team received an email from an Orlando PD ABLE instructor raising concerns about fidelity to the ABLE core curriculum and to our training model. In response to these concerns, members of the ABLE team spoke to the officer who contacted us. Our team developed a plan to assess ABLE teaching and implementation at the Orlando Police Department, and ensure your department had the support it needed to meet its obligations and get the maximum benefit from ABLE. In October, the ABLE team was notified that the officer who brought their concerns to our attention was removed from all training duties, including but not limited to ABLE. In response, our team reached out to schedule a meeting with you as the chief executive of the agency.

As you know, that meeting occurred in early November, following an in-person classroom observation by a member of the ABLE team, who confirmed that there was a lack of fidelity to the curriculum. In our November meeting, we discussed the issues raised by the officer who had initially reached out to us and was subsequently removed

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from their teaching assignments. You confirmed you had made the decision to remove this officer from all teaching assignments because they notified the ABLE team about the lack of fidelity to our training model. We asked that you reconsider this decision to remove the officer from their position as a trainer with the department. We explained that we felt the officer had followed the ABLE framework by delegating an intervention regarding our curriculum to our team, and emphasized that we have no tolerance for retaliation in response to an intervention. We agreed to reconvene a few weeks later once you had had a chance to revisit the decision with your training team.

In the meantime, two members of our team met with your designated ABLE program coordinator, who expressed a lack of understanding regarding the role to which he had been assigned. We held our follow-up meeting with you at the end of November, at which time you reaffirmed your decision to remove the officer from their training responsibilities in response to their notifying ABLE of their concerns.

These events, alongside our team's observations of and conversations with Orlando Police Department personnel, lead us to conclude that the Orlando Police Department is not operating in a manner consistent with the letter or the spirit of the ABLE Standards. We therefore feel compelled to remove the Orlando Police Department from the ABLE program. The Orlando Police Department may no longer utilize the ABLE name, logo, or materials, including but not limited to training and promotional materials. For transparency purposes, this letter is being shared with the entities and individuals who provided the Orlando Police Department with their letters of support upon application to the ABLE Project: Mt. Zion Missionary Baptist Institutional Church, Christian Service Center, and Mayor Buddy Dyer.

Should you have any questions, please do not hesitate to reach out.

Sincerely,
Lisa A. Kurtz, ABLE Project Director on behalf of
The ABLE Team

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