



GENERAL ORDER

TOWN OF BELOIT POLICE DEPARTMENT

SUBJECT: **BIAS BASED POLICING**

SCOPE: All Sworn Personnel
DISTRIBUTION: General Orders Manual

REFERENCE:

NUMBER:	<u>PC0600</u>
ISSUED:	<u>10/20/14</u>
EFFECTIVE:	<u>10/20/14</u>
<input type="checkbox"/> RESCINDS	
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WILEAG STANDARDS:	1.7.8

INDEX AS: Bias Based Policing

PURPOSE: The purpose of this policy is to unequivocally state that bias based profiling, is totally unacceptable in traffic contacts, field contacts and in asset seizure and forfeiture efforts.

This Order consists of the following numbered sections:

- I. POLICY
- II. DEFINITIONS
- III. CITIZEN CONTACTS

I. POLICY

- A. The purpose of this policy is to unequivocally state that bias based profiling, that which is based upon race, color, ethnic background, national origin, ancestry, gender, age, religion, or sexual preference, political affiliation, disability, marital status, economic status, cultural group or any other identifiable characteristics is totally unacceptable in traffic contacts, field contacts and in asset seizure and forfeiture efforts. This policy provides guidelines, in the absence of controlling legislation, for officers to prevent bias based profiling and the perception of such, and to protect our officers when they act within the dictate of the law and policy from unwarranted accusations.

II. DEFINITIONS

- A. TERMS IN THIS GENERAL ORDER

1. Racial Profiling: Any police initiated action that relies upon race, ethnicity, or national origin of an individual rather than the behavior of that individual, or information that leads the police to a particular individual who has been identified as being engaged in or having been engaged in criminal activity. Two corollary principles follow from this definition:
 - a) Police may not use these identifiable characteristics as factors in selecting whom to stop and whom to search;
 - b) Police may use these identifiable characteristics to determine whether a person matches a specific description of a particular suspect.
 2. Other types of prohibited profiling include any police initiated action that relies upon gender, age, religion, or sexual preference of an individual rather than the behavior of that individual, or information that leads the police to a particular individual who has been identified as being engaged in or having been engaged in criminal activity.
- B. Reasonable Suspicion: Suspicion based upon a set of articulable facts and circumstances that would warrant a reasonable police officer to believe that a crime has been committed, is about to be committed, or is in the process of being committed by the person under suspicion, and must be more than a hunch. Suspicion can be based upon direct observations of the police officer combined with his or her training and experience, and/or reliable information received from credible outside sources
- C. Police Action: Any action taken by a law enforcement officer in the performance of his/her law enforcement duties.

III. CITIZEN CONTACTS

A. VEHICLE STOPS

1. Traffic stops will only be made upon the minimum standard of reasonable suspicion. The decision to detain, question, further investigate, search, warn or arrest will be made solely on the basis of reasonable suspicion and probable cause, irrespective of gender, race or ethnicity of the people involved.

Officers may not use tactics to determine gender, race or ethnicity, or other individual factors of a motorist or other occupants prior to obtaining reasonable suspicion or probable cause.

Officers may use tactics to determine gender, race or ethnicity only when such individual factors are previously identified characteristics of a person whom officers are lawfully attempting to locate.

2. Traffic stops will be clearly announced prior to stop using the police radio or mobile computer system.

3. Clearly, politely explain the reason for the stop to the operator before they are allowed to leave. Follow the trained tactical communication technique.

B. PEDESTRIAN STOPS

1. Police action will only be taken upon the minimum standard of reasonable suspicion. The decision to detain, question, further investigate, search, warn or arrest will be made solely on the basis of reasonable suspicion and probable cause, irrespective of gender, race or ethnicity of the people involved.

Officers may not use tactics to determine gender, race or ethnicity, or other individual factors of a motorist or other occupants prior to obtaining reasonable suspicion or probable cause.

Officers may use tactics to determine gender, race or ethnicity only when such individual factors are previously identified characteristics of a person whom officers are lawfully attempting to locate.

2. Police action will be clearly announced prior to commencement using the police radio or mobile computer system.
3. Clearly, politely explain the reason for the police action to the subject (s) prior to their departure. Follow the trained tactical communication technique.

C. COMPLAINTS

1. Any employee receiving a complaint concerning bias based profiling will notify his or her immediate on duty supervisor, then write a correspondence to his or her immediate supervisor.
2. The supervisor receiving the complaint or his/her superior officer will conduct an investigation. The purpose of a formal investigation is to record written, telephone or in person complaints, and report to the Chief of Police. Informal complaints may be used by agreement with the complainant.
3. For verified cases of biased based profiling, corrective measures will be taken that include but are not limited to training by the training section and/or discipline.
4. The results of formal and informal complaints will be reported in the annual administrative review.

D. GENERAL

1. Racial epithets shall not be used while on-duty in any conversation or written communications unless they are being reported or spoken by any person during the completion of an official report or as testimony at an official hearing.

E. REPORTING

1. In the absence of a written citation or incident report, the officer must record the reason for the traffic stop or police contact using the mobile computer system, or other reporting systems provided by the department.

The subjects' race and gender must be recorded using the officers' best observations. The classifications used for this General Order are White/Black, Male/Female or current D.O.T. requirement.

F. TRAINING

1. All newly hired sworn personnel will receive training on this General Order within a reasonable period after their employment begins.
2. The training section will provide for periodic training of all enforcement personnel in biased based profiling issues. Training may be provided at, but not limited to shift briefings or in-service training.



Ronald L Northrop Jr
Chief of Police

This Order cancels and supersedes any and all previous Orders and directives relative to the subject matter contained herein.

Reviewed: 05/19/2017
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Reviewed: 02/19/2019