

<b>SALEM POLICE</b>		<b>DEPARTMENT MANUAL</b>	
		<b>CHAPTER 89.0</b>	
		<b>DATE OF ISSUE</b> 03/01/05	<b>EFFECTIVE DATE</b> 04/29/2013
<b>SUBJECT: IDENTIFICATION &amp; PREVENTION OF BIAS BASED PROFILING</b>		<b>ISSUING AUTHORITY</b> Approved by Mary E. Butler	
<b>REFERENCE(S): CALEA 1.2.9</b>	<b>PAGE</b> 1 of 4	<input type="checkbox"/> NEW <input checked="" type="checkbox"/> AMENDS <input type="checkbox"/> RESCINDS <a href="#">Website</a>	

### 89.1 CONSIDERATIONS & GUIDELINES

This department is committed to protecting the constitutional and civil rights of all citizens. Allegations of bias based profiling or discriminatory practices, real or perceived, are detrimental to the relationship between police and the communities they protect and serve, because they strike at the basic foundation of public trust. This trust is essential to effective community based policing. Bias based profiling is illegal and ineffective methods of law enforcement. Bias based profiling results in increased safety risks to officers and citizens and the misuse of valuable police resources. Additionally, such improper methods violate the civil rights of members of the public and may lead to increased exposure to liability. This Department does not endorse, train, teach, support or condone any type of stereotyping or bias based profiling by their officers. While recognizing that most officers perform their duties in a professional, ethical and impartial manner, this Department is committed to identifying and eliminating any instances of bias based profiling. (1.2.9a)

### 89.2 MISSION STATEMENT

It is the policy of the department to:

- 1) Provide all people within this community fair and impartial police services, consistent with constitutional and statutory mandates.

- 2) To assure the highest standard of integrity and ethics among all our members
- 3) Respect the diversity and the cultural differences of all people
- 4) Take positive steps to identify, prevent, and eliminate any instances of racial, gender, ethnic, sexual orientation religious, economic or cultural profiling by our employees
- 5) Continue our commitment to community policing and problem solving, including vigorous, lawful and nondiscriminatory traffic enforcement that promotes public safety and strengthens public trust, confidence and awareness.

### **89.3 POLICY**

It is the policy of this department that, except in "suspect specific incidents" police officers are prohibited from considering race, gender, national or ethnic origin of members of the public in deciding to detain a person or stop a motor vehicle and in deciding upon the scope or substance of any law enforcement action. (1.2.9a)

### **89.4 DEFINITIONS**

- 89.4.1 Bias based Profiling includes the following definition: the practice of detaining or stopping a suspect based on a broad set of criteria which cast suspicion on an entire class of people without any individualized suspicion of the particular person being stopped.
- 89.4.2 Suspect Specific Incident: An incident in which an officer is lawfully attempting to detain, apprehend, or otherwise be on the lookout for one or more specific suspects who have been identified or described in part by national or ethnic origin, gender or race.

## 89.5 PROCEDURES

89.5.1 Prevention of profiling: To prevent bias based profiling, this Department shall:

- 1) Utilize the EOPSS or other certified training programs to help ensure that appropriate employees receive training on bias based profiling practices, legal aspects and the standards established by this policy. This training shall occur biennially or during the FTO phase for new Officers. (1.2.9b)
- 2) Ensure that this policy is disseminated to all officers, dispatchers and communications employees;
- 3) Train supervisory personnel to monitor police conduct to ensure that the Employees under their supervision are carrying out standards of this policy; (1.2.9b)
- 4) Review and, where appropriate, revise all procedures that involve the stop, detention, apprehension or search of individuals to ensure that such procedures are in compliance with the provisions of the law and this policy;
- 5) Review all training curricula, policies and customs of the department to determine if any practice encourages conduct that may support or lead to racial or gender profiling; and
- 6) Educate the public, in conjunction with the Executive Office of Public Safety and the Registry of Motor Vehicles, on what to expect when either stopped or detained by a police officer, as well as police expectations during motor vehicle stops or police detainment, to ensure both officer and citizen safety.

89.5.2 Identification of Profiling: To identify instances of racial or gender profiling, this department shall;

- 1) Utilize appropriate citizen complaint procedures to document and investigate

allegations of racial or gender profiling filed directly with the agency or referred through the Executive Office of Public Safety's statewide toll free complaint number;

- 2) Utilize procedures for the proactive review of performance, complaint and other employment information to assist supervisors in identifying and modifying potentially problematic behavior and to promote professionalism in this department;

89.5.3 Enforcement of Profiling Policy: To enforce the provisions of this policy, this department shall:

- 1) Take appropriate action to address documented incidents of racial or gender profiling;
- 2) Utilize a system of intervention to enable or encourage an officer to undertake a voluntary modification of his or her conduct or performance;
- 3) Take appropriate measures to correct any institutional practice or policy that has led to the use of racial or gender profiling. (1.2.9c)
- 4) The Chief of Police shall order an annual review of all agency practices, citizen complaints, traffic stops, interactions with citizens, asset seizure and forfeiture to reveal patterns or trends that might indicate a need for training, policy modification and or corrective measures. Any need for additional training will be addressed by the training officer. (1.2.9d)

8/25/2020 - review for website.