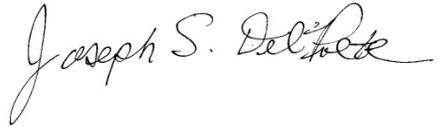




# Glocester Police Department

## GENERAL ORDER 420.80

TITLE	EFFECTIVE DATE	PAGES
Bias Based Policing	December 17, 2016	4
SECTION	SPECIAL INSTRUCTIONS	
400 – Law Enforcement Operations	Rescinds earlier Policy Revisions dated January 13, 2004 and January 13, 2006	
SUBSECTION	BY ORDER OF	
20 – Patrol Functions		

### BIAS BASED POLICING

#### I. PURPOSE

To establish and maintain guidelines for sworn Department members, regarding bias policing.

#### II. POLICY

Profiling can be a useful tool to assist law enforcement officers in carrying out their duties. Bias policing, however, involves the selection of individuals based solely on a common trait of a group. This includes, but is not limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable groups.

The Glocester Police Department prohibits the use of bias policing in traffic contacts, field contacts, and asset seizure and forfeiture efforts. The Department recognizes that bias policing undermines legitimate law enforcement efforts and may lead to allegations of constitutional rights violations. Additionally, bias policing alienates citizens, fosters distrust of law enforcement by the community, and invites media scrutiny, legislative action and judicial intervention.

While performing law enforcement operations, sworn Department members shall continue to focus on individuals' conduct or other specific suspect information. Citizens shall only be selected, stopped or detained when there exists reasonable suspicion supported by specific,

articulable facts that they have committed, are committing, or are about to commit an infraction of the law.

Furthermore, vehicle operators or passengers shall not be asked to consent to searches by sworn officers of their vehicle when such vehicle is stopped solely

for a traffic violation(s), unless there exists reasonable suspicion or probable cause.

### **III. DEFINITION**

**BIAS POLICING** – The selection, detention, stopping or searching of a motor vehicle, or other disparate treatment of individuals based solely on a common trait of a group. This includes, but is not limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable groups. Bias policing includes racial profiling, which is defined by State statute as “the detention, interdiction or other disparate treatment of an individual on the basis, in whole or in part, of the racial or ethnic status of such individual, except when such status is used in combination with other identifying factors in seeking to apprehend a specific suspect whose racial or ethnic status is part of the description of the suspect, which description is timely and reliable.”

### **IV. TRAINING**

- A. The Training Officer shall ensure that all sworn Department members are provided with training in bias policing issues, including legal aspects.
- B. The Training Officer shall ensure that bias policing training is included for all sworn personnel initially at the Municipal Police Academy, during the department FTO program and in the Department’s in-service training program at a minimum of once every three years.

### **V. CORRECTIVE MEASURES**

- A. Supervisory officers shall continuously monitor sworn Department members under their command and ensure that corrective measures are taken whenever it is determined that such officers have engaged in bias policing.
- B. Corrective measures may include, but are not limited to:
  - 1. Counseling;
  - 2. Remedial training;
  - 3. Formal discipline;
  - 4. Dismissal.

- C. The processing of civilian complaints related to bias policing, internal affairs investigations, and disciplinary action imposed as a result of internal affairs investigations shall be consistent with applicable provisions enumerated in the Department's "Internal Affairs Investigations" policy.

## **VI. CONSENT SEARCHES**

- A. Officers are prohibited from *asking* vehicle operators or passengers for consent to search their vehicle when such vehicle is stopped solely for a traffic violation(s), unless there exists reasonable suspicion or probable cause.
- B. When reasonable suspicion or probable cause exists to justify the search of a vehicle, the investigating officer shall ask the vehicle operators or passengers for their consent to search.

## **VII. PROVISION**

- A. The Internal Affairs Officer/ Captain shall conduct an annual written review of agency practices related to bias policing and forward a report to the Police Chief.
- B. Department practices related to bias policing may include, but are not limited to:
  - 1. Citizen concerns;
  - 2. Internal affairs investigations;
  - 3. Motorist data collection information, and;
  - 4. In-service training.

## **VIII. MOTORIST DATA COLLECTION**

- A. Consistent with existing, statewide data collection programs, officers shall accurately record the following information through the "E-citation" or Trittech Perform Dispatch call entry, for each traffic stop conducted:
  - 1. Officer and originating agency identification;
  - 2. Date, time and zone of the stop;
  - 3. Reason and basis for the stop;
  - 4. Operator race, sex and date of birth;
  - 5. Operator residency and prior record status;

6. Vehicle registration state, number and plate type;
7. Number of additional occupants;
8. Result and duration of stop;
9. Road type;
10. Search information when any search is conducted, to include reason and result.
11. Any other information that is required by existing, statewide data collection programs.