A. The purpose of this General Order is to reaffirm the Department's commitment to fair and impartial enforcement of the law and delivery of police services.

B. Definition

   Biased based policing/racial profiling: is the inappropriate use of race, ethnicity, national origin (or other demographics such as gender, age, religion, sexual orientation, socioeconomic status, or disability), to make law enforcement decisions.

C. Policy

   1. It is this Department's policy that all individuals be treated in a fair, impartial, reasonable, and lawful manner. Bias based policing and/or racial profiling is prohibited and in fact, illegal, and will not be tolerated by this Department.

   2. Investigative detentions, traffic stops, arrests, searches and seizures by members will be based on a standard of reasonable suspicion or probable cause in accordance with the Fourth Amendment of the United States Constitution. Members must be able to articulate specific facts and circumstances that support reasonable suspicion or probable cause for investigative detentions, traffic stops, arrests, non-consensual searches and property seizures. Additionally, every member of this Department will deliver all other police services in a fair, reasonable, and lawful manner.

   3. Members shall not consider race, ethnicity, or national origin (or other demographics) in carrying out law enforcement action (e.g., traffic stop, detention, arrest, request for consent to search) except when credible, locally relevant information links a person or people of a specific race, ethnicity or national origin to unlawful incidents, criminal patterns, or schemes.

   4. All sworn members will be trained in bias-based policing/racial profiling issues, including legal aspects, on an annual basis.

   5. An annual review of agency practices, including citizen concerns, and complaints received regarding alleged bias-based policing/racial profiling will be completed by the Office of Professional Standards.

D.   Unbiased Policing Committee

   1. This Committee was established to assist in maintaining the Department's legacy of excellence in protecting civil rights and maintaining public trust through fair, impartial,

reasonable, and lawful enforcement of the law. As an advisory group, the committee recommends any changes deemed appropriate to achieve the desired outcome.

2. To ensure the Department continues to be on the leading edge of current promising practices in providing fair and impartial policing, the Chief of Police may direct the committee to conduct an in-depth assessment and review of Department actions, culture, customs, policies, procedures, processes and training.

3. The committee shall meet as needed, or as directed, by the Chief. The appointed members of the committee (those members not determined by their position) will serve for one calendar year. The Chairperson will meet with the Chief prior to each committee meeting to receive input on meeting topics and may solicit input from the committee members at any time to address the needs of the Department on issues related to Unbiased Policing.

4. The committee will be comprised of the following members who are appointed by the Chief of Police, one of which will be selected by the Chief to serve as Chairperson:
    a.   One Assistant Chief
    b.   The Academy Director
    c.   The Office of Professional Standards Commander
    d.   The Personnel Bureau Commander
    e.   The Special Investigations Bureau Commander
    f.   One officer from each District
    g.   One officer from Special Operations
    h.   One detective from CID
    i.   2 Community Advisory Board Members
    j.   A maximum of two UP Trainers

5. The Chairperson will submit a written report of any areas of concern and recommendations to the Chief of Police through the chain of command.