

Bias-Based Policing

401.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Kalamazoo Department of Public Safety's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

401.1.1 DEFINITIONS

Definitions related to this policy include:

Bias-based policing - An inappropriate reliance on characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement.

401.2 POLICY

The Kalamazoo Department of Public Safety is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

401.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit a public safety officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

401.4 MEMBER RESPONSIBILITIES

Every officer of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Officers should, when reasonable to do so, intervene to prevent any bias-based actions by another officer.

401.4.1 REASON FOR CONTACT

Public Safety Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

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To the extent that written documentation would otherwise be completed (e.g., arrest report, incident report), the involved public safety officer should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any public safety officer to document a contact that would not otherwise require reporting.

401.4.2 REPORTING TRAFFIC STOPS

Each time a public safety officer makes a traffic stop, the public safety officer shall report any information as required in the Traffic and Parking Citations Policy. This includes the completion of the Contact Log to be completed at the end of each traffic stop conducted by an officer of the Kalamazoo Department of Public Safety.

401.4.3 EQUITABLE TREATMENT OF ALL CITIZENS

To ensure the department's commitment to maintaining public trust and confidence in law enforcement, all citizens will receive equitable treatment. In an effort to prevent inaccurate perceptions of biased policing during pedestrian and traffic stops officers shall do the following:

- (a) Be courteous and professional
- (b) Introduce themselves by name to the citizen and state the reason for the stop as soon as practically possible, unless officer/public safety may be compromised.
- (c) Ensure the detention is no longer than reasonably necessary and explain to the citizen the purpose of the delay.
- (d) Answer any reasonable questions of the citizen regarding the stop and explain traffic citation disposition options to the citizen
- (e) Provide name and employee number when requested
- (f) If an officer determines the reasonable suspicion is unfounded (e.g. After an investigatory stop), explain the circumstances to the citizen

401.5 SUPERVISOR RESPONSIBILITIES

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved public safety officer and his/her supervisor in a timely manner.
 - 1. Supervisors should document these discussions, in the prescribed manner in their Daily Activity Report (DAR).
- (b) Supervisors should periodically review Mobile Audio/Video (MAV) recordings, portable audio/video recordings, Mobile Data Terminal (MDT) data and any other available resource used to document contact between public safety officers and the public to ensure compliance with this policy.

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1. Supervisors should document these periodic reviews.
 2. Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

401.6 ADMINISTRATION

The Office of Professional Standards should review the efforts of the Department to provide fair and objective policing and submit its findings in its' an annual report, including public concerns and complaints, to the Chief of Public Safety. The annual report should not contain any identifying information about any specific complaint, member of the public or public safety officer. It should be reviewed by the Chief of Public Safety to identify any changes in training or operations that should be made to improve service.

The report shall be made available to all members of the department for review.

401.7 TRAINING

Training on fair and objective policing to include the impropriety of bias influenced training, legal requirements and sanctions, as well as, the review of this policy should be conducted as directed by the Training Division Commander at a minimum of every three years.