

Bias-Based Policing

401.1 PURPOSE AND SCOPE

Best Practice

This policy provides guidance to department members that affirms the Auburn Police Department'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 and partnerships).

401.1.1 DEFINITIONS

Best Practice

Definitions related to this policy include:

Bias-based policing - An inappropriate reliance on actual or perceived 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

Best Practice

The Auburn Police Department 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

Best Practice MODIFIED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an 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, including, but not limited to, descriptive information of an individual.

401.4 MEMBER RESPONSIBILITIES

Best Practice MODIFIED

Every member of this department will 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. Members will, when reasonable to do so, intervene to prevent any bias-based actions by another member.

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401.4.1 REASON FOR CONTACT

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

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

Nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

401.5 SUPERVISOR RESPONSIBILITIES

Best Practice MODIFIED

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

- (a) Supervisors will discuss any issues with the involved officer and his/her supervisor in a timely manner.
 - (a) Supervisors will document these discussions, in the prescribed manner.
- (b) Supervisors will initiate investigations of any actual or alleged violations of this policy.
- (c) Supervisors will 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 TRAINING

Best Practice MODIFIED

Training on fair and objective policing and review of this policy will be conducted as directed by the Training and Planning Administrator.