

<b>TITLE: BIAS-FREE POLICING</b>	<b>NUMBER 1.8</b>
<b>EFFECTIVE DATE: 10-01-2016</b>	<b>PAGE 1 OF 2</b>
<b>REVISION HISTORY: (Adopted 01-14-02) R6/Adopted 09-20-2016</b>	

### **1.8.1 PURPOSE**

Biased policing undermines legitimate law enforcement efforts, alienates community members and fosters community distrust. This directive is intended to reaffirm the Greensboro Police Departments commitment to bias-free policing and to clarify the circumstances in which police personnel can consider race, ethnicity, national origin, gender, gender identity, sexual orientation, socio-economic status, religion, disability, and/or age when carrying out duties.

### **1.8.2 DEFINITIONS**

**Biased Policing:** The inappropriate consideration of specified characteristics when performing any law enforcement function.

**Specified Characteristics:** Race, ethnicity, national origin, gender, gender identity, sexual orientation, socio-economic status, religion, disability, and/or age when making law enforcement decisions or performing any law enforcement function.

### **1.8.3 POLICY**

It is the policy of the Greensboro Police Department to provide law enforcement services and to enforce the law equally, fairly and without discrimination toward any individual or group.

Agency personnel shall not consider the specified characteristics in carrying out any law enforcement function, except when seeking one or more specific individuals who have been identified or described in part by any of those specified characteristics. In those circumstances, personnel shall rely on these characteristics only in combination with other appropriate factors.

It is biased policing if an officer's decisions/actions are based on the fact that the individual's demographics (e.g., race, income) are different from the demographics of the majority of the residents in the area in which the individual is found.

These restrictions on the use of these specified characteristics do not apply to law enforcement activities designed to strengthen the department's relationship with its diverse communities.

### **1.8.4 TRAINING AND COMPLIANCE**

- A. Personnel shall receive training in bias-free policing, including the legal and psychological aspects of it and the contents of this policy
- B. Every member of this department shall perform his/her duties in a bias-free manner and is responsible for promptly reporting any known instances of biased policing to a supervisor. Where appropriate, officers are encouraged to intervene at the time the biased policing incident occurs.
- C. Supervisors shall ensure that all personnel in their command are familiar with the content of this policy and will be alert and respond to indications that biased policing is occurring.

<b>BIAS-FREE POLICING</b>	<b>NUMBER 1.8</b>
	<b>PAGE 2 OF 2</b>

- D. Violations of this policy shall result in training, counseling, discipline or other remedial intervention as appropriate to the violation.
- E. There shall be a documented annual administrative review of agency practices including citizen concerns prepared on a calendar year by the Professional Standards Division.