

OFFICE OF THE CHIEF OF POLICE

SPECIAL ORDER NO.15

March 31, 2009

SUBJECT: POLICY PROHIBITING RACIAL PROFILING - REVISED

APPROVED BY THE BOARD OF POLICE COMMISSIONERS ON MARCH 31, 2009

PURPOSE: Recently, the Board of Police Commissioners directed the Department to revise the Department policy regarding "racial profiling" and adopt the term "biased policing." The Department is committed to serving the community, while protecting the rights of all persons. This policy reinforces the Department's continuing commitment to unbiased policing in all its contacts with any person(s), regardless of race, color, ethnicity, national origin, gender, gender identity, gender expression, sexual orientation, or disability.

POLICY: POLICY PROHIBITING RACIAL PROFILING - REVISED.
DEPARTMENT MANUAL SECTION 1/345 IS AMENDED TO REVISE THE TERM "RACIAL PROFILING" TO "BIASED POLICING." Discriminatory conduct on the basis of race, color, ethnicity, national origin, gender, gender identity, gender expression, sexual orientation, or disability in the conduct of law-enforcement activities is prohibited. Police-initiated stops or detentions, and activities following stops or detentions, shall be unbiased and based on legitimate, articulable facts, consistent with the standards of reasonable suspicion or probable cause, as required by federal and state laws.

Department personnel may not use race, color, ethnicity, national origin, gender, gender identity, gender expression, sexual orientation, or disability (to any extent or degree) in conducting stops or detentions, except when engaging in the investigation of appropriate suspect-specific activity to identify a particular person or group. Department personnel seeking one or more specific persons who have been identified or described in part by their race, color, ethnicity, national origin, gender, gender identity, gender expression, sexual orientation, or disability, may rely in part on race, color, ethnicity, national origin, gender, gender identity, gender expression, sexual orientation, or disability, only in combination with other appropriate identifying factors and may not give race, color, ethnicity, national origin, gender, gender identity, gender expression, sexual orientation, or disability, undue weight.

Failure to comply with this policy is a violation of an individual's constitutional rights. It is also counterproductive to professional law enforcement, amounts to biased policing, and

is considered to be an act of serious misconduct. Any employee who becomes aware of biased policing or any other violation of this policy shall report it in accordance with established procedure.

AMENDMENT: This Order amends Department Manual Section 1/345.

AUDIT RESPONSIBILITY: The Commanding Officer, Internal Affairs Group, shall monitor compliance with this directive in accordance with Department Manual Section 0/080.30.



WILLIAM J. BRATTON
Chief of Police

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