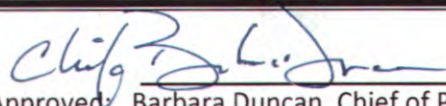
	<b>SALISBURY POLICE DEPARTMENT</b>
	<b>Written Directive: Biased Policing</b>
	<b>Publication Date: March 22, 2018</b>
	 Approved: Barbara Duncan, Chief of Police
<b>Related CALEA Standards: 1.2.9</b>	<b>Biased policing Section #220</b>

## Biased Policing

### 1. Purpose:

The purpose of this policy is to state unequivocally that law enforcement activities, including traffic contacts, field contacts and asset seizure and forfeiture, which are the result of biased policing, are not condoned, are unacceptable, and will not be tolerated by the Salisbury Police Department. Biased policing is unethical and illegal, and serves to foster distrust of all law enforcement by the community we serve.

### 2. Policy:

It is the policy of the Salisbury Police Department to patrol in a proactive manner, to actively investigate suspicious persons and circumstances, and to actively enforce the motor vehicle and criminal laws, while insisting that citizens will only be stopped or detained when there exists reasonable articulable suspicion to believe that they have committed, are committing, or are about to commit a violation of the law. It will further be the policy of the department to protect the fundamental rights of all citizens, to ensure equal protection under the law and freedom from unreasonable searches and seizures, as provided in the United States Constitution.

### 3. Definition:

Bias policing is the deliberate selection of individuals based solely on a trait common to a group. This includes, but is not limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age and cultural group or other identifiable group. It is illegal, unethical and contradicts the department's values and mission statement.

### 4. General:

- A. Bias policing is strictly prohibited and is a direct violation of the Officer's Oath of Office which was signed by each officer when sworn into office. Bias policing which includes, but not limited to, the following is prohibited:
- a) Traffic stops
  - b) Proactive field stops (FIRS) - stop and frisk

- c) Interview techniques – Interpersonal Communication
  - d) Search issues
  - e) Asset seizure and forfeiture efforts
- B. Officers shall focus on a person’s conduct or other specific suspect information. They must have reasonable suspicion supported by specific articulated facts that the person contacted regarding their identification, activity or location has been, is, or is about to commit a crime or is currently presenting a threat to the safety of themselves or others. This observed activity may not be construed to alter the authority of a law enforcement officer to make an arrest, conduct a search or seizure, or otherwise fulfill the officer’s law enforcement obligations
- C. Racial Profiling Form Completion
- a) A racial profiling forms will be completed on all traffic stops with the exception of traffic stops involving radar, lidar or license plate recognition “LPR” traffic stops; and
  - b) Users of MSP Delta System will be prompted to electronically submit racial profiling data prior to completion of the E-citation or E-warning.
- D. Officers shall receive initial and annual training in bias based policing issues. The training shall consider such issues as, but not limited to, the following:
- a) Constitutional issues;
  - b) Legal aspects/updates;
  - c) Traffic stops which shall include reporting procedures;
  - d) Interview techniques - interpersonal communication;
  - e) Proactive field stops (FIRS);
  - f) Search issues;
  - g) Discrimination;
  - h) Cultural diversity;
  - i) Community support and concerns;
  - j) Asset seizure and forfeiture efforts; and
  - k) Implicit bias, fair and impartial policing.
- E. Training shall be afforded to officers in one or more of the following settings:
- a) Entrance level
  - b) Field training
  - c) Shift briefing
  - d) In-service
  - e) Specialized in-service
  - f) Special advanced training (i.e., FBI National Academy)
- F. If bias policing occurs, corrective measures shall be taken in accordance with policy and procedures. Annually, the administrative commander will conduct an administrative review of the department’s practices which will include citizen

concerns as ascertained from citizen complaints and whether any corrective measures were taken during the period which was reviewed. The administrative commander will submit a written report to the chief of police at the conclusion of the review.