



East Norriton Township Police Department

GENERAL ORDER 1.8.5

BIAS BASED POLICING

Subject:

Biased Based Policing

Issued Date:

March 23, 2011

Effective Date:

March 23, 2011

Revised Date:

April 27, 2016

PLEAC STANDARD Reference

1.8.3

Index Words

Bias Based Policing

1.8.5 Bias Based Policing

A. The East Norriton Township Police Department does not condone the profiling of any group by sworn personnel and prohibits any policy, procedure, or practice that constitutes profiling any group of the population for the purposes of traffic stops or investigations.

B. **DEFINITIONS:**

Bias Based Policing-also known as "racial profiling or bias based profiling" is any traffic stop, field contact vehicle search, asset seizure/forfeiture, or enforcement action based solely in a common trait of a group. Common traits include, but are not limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group or any other identifiable groups.

Reasonable Suspicion-also known as articulable suspicion; is more than a mere hunch, based on a set of articulable facts and circumstances that would warrant a person of reasonable caution in believing that a violation of the law has been committed, is about to be committed, or is in the process of being committed, by the person(s) under suspicion. This can be based on the observations of a police officer, combined with his/her training and experience, and/or reliable information received from credible outside sources.

C. Procedure

1. Initiating Enforcement, Investigation, and Citizen Contact:

Sworn personnel are prohibited from using the race, ethnicity, gender, sexual orientation, religion, socio-economic status, or disability of a person as the reason for stopping a vehicle, issuing a citation, making an arrest, conducting a filed interview, investigative detentions, seizing assets, seeking asset forfeiture, or conducting a search. All investigatory detentions, traffic stops, arrests, searches and seizures shall be based upon the standard of reasonable suspicion or probable cause as required by the Fourth Amendment to the US Constitution, and laws of the Commonwealth.

Sworn personnel shall treat all citizens with courtesy and respect when making contact. Officers are forbidden from using language, or displaying symbols or gestures that are commonly viewed as offensive to, or are indicative of bias towards any group.

All persons stopped by an officer shall be provided with an explanation for why they are stopped, unless disclosure of such information would undermine an investigation or

jeopardize the officer's safety. Individuals are entitled to a verbal explanation and/or written documentation of the stop (e.g., traffic/non-traffic citation, warning notice). Providing citizens with an explanation for why they were stopped fosters better relations with the community and reduces the perception of bias in the part of the police. Nothing in this section shall limit the officer's ability to interview witnesses or discourage routine conversations with citizens not suspected of an offense.

2. Supervisory Responsibility:

Supervisors shall ensure that their personnel are familiar with this policy and supports its provisions by,

Observing practices of officers to ensure profiling tactics are not utilized and, reviewing all reports, traffic citations, criminal complaints, etc., to ensure compliance with this order.

All allegations of bias based profiling will be investigated.

Supervisors shall receive all citizens' complaints or allegations of profiling on the part of individual officers, units, or the Department, and forward such information to the Chief of Police, or designee. (See G.O. 2.3.1: Citizen Complaints) Any substantial allegations of profiling shall result in corrective action, which may include disciplinary action and remedial training.

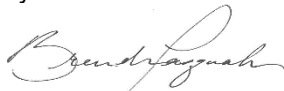
3. Training:

All sworn members will receive initial and periodic in-house training at least once every three years in bias based policing. This training will address bias based profiling issues, including legal aspects. Participation in training shall be documented and recorded in the training records file.

4. Administrative Review:

The Chief of Police, or designee, shall conduct an annual administrative review of data and departmental practices to include citizen concerns and analysis of any bias based profiling complaints.

By order of:



Brandon Pasquale
Chief of Police