



Chapter 8

<i>Subject:</i> Bias Free Policing		<i>General Order Number:</i> 08.37
<i>Effective Date:</i> 07/06/16	<i>Reference:</i> SCPD Employee Handbook Oath of Office 01.01 & Code of Ethics 01.02 Complaint Processing 09.02	
Approval: Chief Justin D. Laps		<i>No. of Pages:</i> 3
Updated: Annually		

A. Guiding Principles

Every law enforcement agency must be committed to its community by providing services with due regard for the cultural, racial or other differences that make up the community. It is the policy of this agency to provide services and enforcement fairly and without discrimination toward any individual or group of people. Race, gender, gender identity, sexual orientation, religion, nationality, ethnicity, cultural affiliation, age, disability, economic status, or affiliation with any other similar identifiable group shall not be used as the basis for providing law enforcement services or the enforcement of laws.

B. Racial or Biased Based Profiling Prohibited

Criminal profiling, in itself, can be a useful tool to assist law enforcement officers in carrying out their duties. Officers shall not consider race / ethnicity to establish reasonable suspicion or probable cause, except that officers may take into account the reported race / ethnicity of a potential suspect(s) based on trustworthy, locally relevant information that links a person or persons of a specific race / ethnicity to a particular unlawful incident(s).

C. Definitions

1. Bias Free Policing - The lack of inappropriate reliance on factors such as race, gender, gender identity, ethnicity, national origin, religion, sexual orientation, economic status, age, cultural group, disability or affiliation with any other similar identifiable group as a factor in deciding whether to take law enforcement action or to provide service.

D. Purpose

This law enforcement agency is committed to its community by providing services with due regard for the cultural, racial or other differences that make up the community. It is the policy of this agency to provide services and enforcement fairly and without discrimination toward any individual or group of people. Race, gender, gender identity, sexual orientation, religion, nationality, ethnicity, cultural affiliation, age, disability, economic status, or affiliation with any other similar identifiable group shall not be used as the basis for providing law enforcement services or the enforcement of laws.

Policy

1. It shall be the policy of this agency to prohibit the use of bias based profiling in its enforcement, or service programs. All members have responsibility for achieving the department's goal of bias free services. This prohibition includes biased based profiling in traffic contacts, field contacts and in asset seizure and forfeiture efforts.
2. Rangers shall receive training on biased based profiling issues and the relevant legal aspects. Training should include, at a minimum, profiling related issues governing field contacts, traffic stops, search issues, asset seizure and forfeiture, interview techniques, cultural diversity, discrimination and community support.
3. Rangers shall collect data regarding the race and gender of all self-initiated traffic stops, written warnings, citations and arrests. This information should be derived from the Ranger's observations, perceptions, or from known information services, i.e.; LEADS, OHLEG, CCH, or other known and trusted resources. Rangers should not request information about the race or gender from the contacted person.
4. Corrective Measures
 - a. Violations of this policy will be thoroughly investigated. The investigation will be based on the process set forth in General Order 09.02.
 - b. Supervisors shall monitor Rangers under their command for any behavior that may conflict with the purpose of this policy and shall handle any alleged or observed violation of this policy in accordance with the Stark County Park District's established disciplinary procedures.
 - c. Supervisors shall discuss any possible violations with the involved officer as soon as practical.
 - d. Supervisors will ensure that no retaliatory action is taken against any member of this department who discloses information concerning bias based profiling.
 - e. If a violation of this policy is found to be valid, progressive discipline according to the Stark County Park District's established procedures up to and including termination will be implemented.
5. Annual Administrative Review - This agency will conduct an annual review of agency practices related to this policy to include:
 - a. Agency practices

- b. Data collected according to section 3 above
- c. Any citizen concerns or complaints related to this policy.
- d. This review shall be made available for the public.