

GENERAL ORDER

JANESVILLE POLICE DEPARTMENT

SUBJECT: **BIAS-BASED POLICING**

NUMBER: 13.4

SCOPE: All Police Personnel

ISSUED: 05/29/2026

REFERENCE:

EFFECTIVE: 03/27/2001

WILEAG STANDARDS: 1.7.8

INDEX AS: Bias-Based Generalizations
Bias-Based Policing
Derogatory Epithets

PURPOSE: The purpose of this Order is to define bias-based policing and to clearly mandate a prohibition against its use by members of the Janesville Police Department. This Order also defines supervisory responsibility in the investigation of alleged violations.

This Order consists of the following numbered sections:

- I. POLICY
 - II. BACKGROUND
 - III. DEFINITIONS
 - IV. GENERAL PROVISIONS
 - V. PROCEDURES
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- I. POLICY
 - A. The Janesville Police Department does not condone nor will it tolerate bias-based policing, bias-based generalizations and acts, or the use of derogatory epithets.
 - II. BACKGROUND
 - A. Sworn officers have a broad range of discretion when performing their official duties. Decisions to make traffic contacts, to detain and investigate, and to take enforcement action are among the most common. It is important for this agency to be fair and impartial in law enforcement.

- B. The Janesville Police Department adopts the values of compassion, integrity, and professionalism; and the goal of emphasizing service, courtesy, ethics, diversity, and cultural awareness.
- C. These values and this goal specifically contradict behavior and activities, which would negatively generalize about people on the basis of gender, race, ethnicity national origin, religion, age, gender identity, sexual orientation, color, ancestry, political affiliation, disability, marital status, economic status, cultural group, or any other identifiable characteristics.

III. DEFINITIONS

- A. **BIAS-BASED POLICING:** The practice of singling out or treating different any person on the basis of race, ethnicity, national origin, religion, age, gender, gender identity, sexual orientation, color, ancestry, political affiliation, disability, marital status, economic status, cultural group, or any other identifiable characteristics.
- B. **BIAS-BASED GENERALIZATIONS:** Broad, stereotypical conclusions about a person based on race, ethnicity, national origin, religion, age, gender, gender identity, sexual orientation, color, ancestry, political affiliation, disability, marital status, economic status, cultural group, or any other identifiable characteristics.
- C. **DEROGATORY EPITHETS:** Negative, offensive, or demeaning phrases and terms, which are used to describe a person's race or ethnicity national origin, religion, age, gender, gender identity, sexual orientation, color, ancestry, political affiliation, disability, marital status, economic status, cultural group, or any other identifiable characteristics.

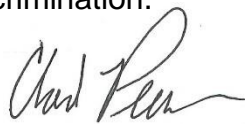
IV. GENERAL PROVISIONS

- A. All personnel shall avoid bias-based generalizations and acts, and shall:
 - 1. Treat all persons contacted with dignity and respect.
 - 2. Take enforcement action based upon reasonable suspicion and probable cause.
 - 3. Refrain from using inappropriate phrases or terms.
 - 4. Report all infractions by co-workers to his/her supervisor.

V. PROCEDURES

- A. Sworn officers and police personnel decisions to stop, detain, question, further investigate, search, warn, or arrest an individual will be based on investigative facts and/or the behavior of the individual that develops reasonable suspicion or probable cause.

- B. Sworn officers and police personnel shall use reasonable suspicion or probable cause in the stopping of motor vehicles and in identifying the occupants of a motor vehicle.
- C. Sworn officers and police personnel may not consider race, ethnicity, national origin, religion, age, gender, gender identity, sexual orientation, color, ancestry, political affiliation, disability, marital status, economic status, cultural group, or any other identifiable characteristics to establish reasonable suspicion or probable cause, except;
 - 1. Sworn officers and police personnel may use race, ethnicity, national origin, religion, age, gender, gender identity, sexual orientation, color, ancestry, political affiliation, disability, marital status, economic status, cultural group, or any other identifiable characteristics of potential suspect(s) based on trustworthy, locally relevant information that links a person(s) to a particular unlawful activity, the same way that officers would use suspect descriptors such as height, weight, etc.
- D. Derogatory epithets shall not be used in conversation or written communications unless they are being reported or spoken by another person during the completion of an official report, or as testimony at an official hearing.
- E. Supervisors shall record any reports of infractions and investigate breaches of public confidence manifested by bias-based policing, the uttering of derogatory epithets, or other forms of discrimination.



Chad A. Pearson
Chief of Police

This Order cancels and supersedes any and all previous Orders and directives relative to the subject matter contained herein.

Initial	03/20/2001
Reviewed	11/25/2003
Reviewed	11/01/2007
Amended	11/01/2010
Reviewed	11/01/2013
Reviewed	10/23/2016
Amended	03/23/2017
Reviewed	12/31/2020
Reviewed	09/28/2023
Amended	05/29/2026