



Policy 720

Subject

INTERACTIONS WITH LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER/QUESTIONING (LGBTQ) INDIVIDUALS

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By Order of the Police Commissioner

POLICY

It is the policy of the BPD not to discriminate against anyone on the basis of actual or perceived Gender Identity, Gender Expression, or Sexual Orientation in the performance of law enforcement duties or the delivery of police services. BPD members will interact with all members of the public, including LGBTQ individuals, in an affirming, respectful, and professional manner, and shall treat all individuals equally regardless of Gender Identity, Gender Expression, or Sexual Orientation. Discrimination on the basis of Sexual Orientation, Gender Identity, or Gender Expression is illegal. It also produces untold anxieties, mental anguish, and human suffering, not only in the victims of discrimination themselves, but also among their loved ones. This policy should be read in conjunction with Policy 317, *Fair and Impartial Policing*.

DEFINITIONS

Cisgender — Refers to a person whose Gender Identity is the same as their Sex Assigned at Birth. A Cisgender person is not Transgender.

Gender Expression — An individual's characteristics and behaviors (such as one's name, pronoun, appearance, dress, mannerisms, speech patterns, and body characteristics) that may express one's Gender Identity.

Gender Identity — An individual's deeply held internal knowledge or sense of being male, female, another gender, or no gender which may or may not correspond to the individual's physical characteristics or Sex Assigned at Birth. Gender Identity may or may not be visible to others or expressed outwardly through a person's chosen pronouns, haircut, dress, behavior, or voice.

Gender Non-Conforming — A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their Sex Assigned at Birth or Gender Identity, or whose Gender Expression does not fit neatly into a category.

Gender Transition — Refers to a process by which a person takes steps to change their physical characteristics and/or Gender Expression to be consistent with their Gender Identity. Gender Transition can include a person changing their name, undergoing hormone replacement therapy, undergoing surgical intervention, and/or updating legal documents such as a driver's license or passport. Gender Transition is internal and individualized to each person. An individual may require surgical, hormonal, or other treatment to effect transition, but no one type of care is mandatory to effect Gender Transition. Gender Transition is a deeply personal matter that frequently involves difficult financial, medical, and

other personal decisions. Members must always respect a person's stated Gender Identity regardless of how the member perceives the person's Gender Expression.

Intersex — A person whose sexual or reproductive anatomy or chromosomal patterns do not seem to fit typical definitions of male or female. People with Intersex conditions should not be assumed to be Transgender.

LGBTQ — A common abbreviation that refers to the lesbian, gay, bisexual, Transgender, and queer/questioning community. Intersex and Gender Non-Conforming individuals are included whenever the LGBTQ acronym is used in this policy. Members should be aware that while some LGBTQ individuals may Self-Identify and refer to themselves as queer, the term has historically been negative and may be considered offensive if used by individuals who do not Self-Identify as LGBTQ.

Nonbinary/Gender Fluid — An adjective that describes a person who does not identify as either a man or a woman, but identify their gender as encompassing multiple genders or as outside the man/woman system of gender classification.

Self-Identify — To recognize or establish oneself as being a particular person or possessing a certain characteristic, or to associate oneself with a specified group or belief system. For the purposes of this policy, the term refers to an individual's stated Gender Identity or Sexual Orientation.

Sex Assigned at Birth — A decision made by medical professionals at the time of a person's birth in order to assign someone's sex as male, female, or Intersex, typically based on the person's anatomy.

Sexual Orientation — A term to describe an individual's attraction to people of the same and/or different sex. Examples of sexual orientation may include heterosexual, bisexual, gay, and lesbian.

Transgender — A term describing an individual whose Gender Identity is different than those typically associated with their Sex Assigned at Birth. The term Transgender is an adjective. It is appropriate to say "Transgender people," but saying "some Transgenders" would often be viewed as disrespectful. A Transgender woman is someone whose Gender Identity is female and was assigned male at birth, and a Transgender man is someone whose Gender Identity is male and was assigned female at birth. Not all individuals who consider themselves Transgender undergo medical treatment or surgical intervention in order to make it "match" their Gender Identity.

DIRECTIVES

Respectful Interactions and Non-Discrimination

1. BPD members shall interact with LGBTQ people in an unbiased, fair, and respectful manner.
2. All requests for service or complaints generated by or involving LGBTQ individuals shall be investigated with diligence and vigor in accordance with departmental policies.
 - 2.1. A BPD member shall not fail to respond to a call for service or a complaint on the basis of the actual or perceived Gender Identity, Gender Expression, and/or Sexual Orientation of the caller or complainant.

- 2.2. BPD members shall not use perceived participation in illicit activity as a basis to refuse to assist an individual (e.g., if a victim of an attack is perceived to be a sex worker by the member).
 - 2.3. When responding to calls for service relating to domestic violence, assault, harassment or other concerns, BPD members shall not make assumptions about which person(s) may be victim and/or suspect based on their Gender Identity, Gender Expression, and/or Sexual Orientation (See Policy 711, *Domestic Violence*).
 - 2.4. Members shall not take law enforcement action based on information from members of the public that they know or should know is the product of, or motivated by, bias based on actual or perceived Gender Identity, Sexual Orientation, or Gender Expression.
3. BPD members shall use names, pronouns and titles of respect as requested, expressed, or clarified by the person with whom they are interacting (e.g., “she, her, hers” for a person who Self-Identifies as female; “he, him, his” for a person who Self-Identifies as male; or “they, them, theirs” for a person who Self-Identifies as Nonbinary or Gender Fluid). In no circumstances shall BPD members refer to a person as “it,” a “he/she,” or any other pronouns besides how the person requests to be addressed.
 - 3.1. If uncertain of the individual’s Gender Identity, and if necessary to the interaction, respectfully ask for clarification.
 - 3.2. Proof of the person’s Gender Identity, such as an identification card, will not be required. BPD members will respect and use the name, title, or pronoun used by the person. Members should be aware that changing one’s identification documents to match their Gender Identity may be difficult or impossible due to legal complications, finances, or concerns for personal safety and must not be used to determine one’s Gender Identity.
 - 3.3. BPD members shall not demean or retaliate against anyone for clarifying the name or pronouns that they would prefer members to use.

Stops, Searches, and Arrests of LGBTQ Individuals

4. BPD members shall not request identification from or otherwise initiate contact based on actual or perceived Gender Identity, Gender Expression, or Sexual Orientation.
5. BPD members shall recognize that Gender Identity, Gender Expression, and Sexual Orientation do not constitute reasonable suspicion, probable cause, or evidence that a person has engaged in any crime.
6. BPD members are **prohibited** from considering, to any extent or degree, a person’s actual or perceived Gender Identity or Sexual Orientation when taking, or refraining from taking, law enforcement action, including in the following circumstances:
 - 6.1. As a reason to stop, question, search or arrest that individual,
 - 6.2. As a basis or component of a reasonable suspicion or probable cause determination, or

- 6.3. As evidence that the individual is, has, or is about to engage in a crime, including, but not limited to, prostitution or lewd conduct, loitering for the purpose of prostitution, or similar crimes or civil infractions.

NOTE: A person's Gender Identity or Sexual Orientation is not a physically observable trait, and cannot be part of a reliable and trustworthy physical description of a specific suspect.

- 6.4. BPD members are prohibited from considering a person's Gender Expression—that a person expresses their gender as a man, a woman, or as Gender Non-Conforming—as the sole basis in taking, or refraining from taking, law enforcement action, including in making a reasonable suspicion or probable cause determination, except as part of a reliable and trustworthy description of a specific suspect in an ongoing investigation, where that description also includes other appropriate non-demographic identifying factors.

NOTE: The credibility and basis of knowledge of the person providing a suspect description are important when determining whether a suspect description is reliable and trustworthy. Members must be aware that information provided to the police by the public may itself be the product of, or motivated by, the bias or assumptions of members of the public, and unreliable. An anonymous tip alone is seldom sufficiently reliable, without further information obtained through personal observation or from a known, reliable source. For example, if the information in the anonymous tip is corroborated by a BPD member's subsequent view of that individual in or near the reported location moving in the reported direction, or participating in the alleged conduct, the reliability of the tip would be enhanced. Additionally, a known informant who has provided accurate tips on prior occasions is generally considered reliable.

7. If a weapons pat-down or search is necessary, it shall be conducted in accordance with departmental policy (See Policy 1112, *Field Interviews, Investigative Stops, Weapons Pat-Downs and Searches*, Policy 1013, *Strip Searches and Body Cavity Searches*, and Policy 1109, *Warrantless Searches*).

- 7.1. Under no circumstances shall BPD members conduct a weapons pat-down or search someone for the purpose of touching, viewing, or evaluating the person's anatomy, or for the purpose of assigning a gender. No persons shall be subject to more invasive weapons pat-down or search procedures on the basis of their Gender Identity, Gender Expression, or Sexual Orientation.

- 7.2. Absent exigent circumstances, when conducting weapons pat-downs or other searches of a person, members will 1) honor the person's preference about the gender of the member conducting the search; and 2) in the absence of a stated preference, the Gender Identity of the person being searched shall be consistent with the Gender Identity of the member conducting a search.

- 7.2.1. If the individual made a request that was not honored for any reason, the member shall memorialize on the body-worn camera (BWC) the reason that the preference was not honored.

- 7.2.2. If the member is unsure and the person has not expressed a preference, ask the individual their preference.

- 7.3. When in doubt regarding any search of a Transgender or Gender Non-Conforming individual, consult a supervisor prior to conducting the search.
- 7.4. Certain items – such as prosthetics, clothing, wigs, chest binders, and cosmetic items – may be central to a person's Gender Identity and Gender Expression. As such, requests to remove identity-related items shall be consistent with requirements for the removal of similar items for Cisgender individuals, and shall not be removed unless required for law enforcement purposes. Whenever practicable, removal of these items shall be conducted in private.

EXAMPLE: If a BPD member would not request the removal of a wig or a bra by a Cisgender woman, then the member shall not request the removal of a wig or a bra by a Transgender woman.

8. BPD members are prohibited from inquiring about the intimate details of an individual's sexual practices, anatomy, or transition-related medical history.
9. BPD members should be aware that a Transgender person's possession of needles may be indicative of prescribed hormone replacement therapy and is not necessarily indicative of illegal drug possession or use or possession of drug paraphernalia.
10. BPD members shall not use the possession or presence of condoms as a basis or component of a reasonable suspicion or probable cause determination for a prostitution or sex-related offense. Members will not seize unused condoms except when they are evidence in a criminal investigation. If an individual who is arrested is in possession of condoms, and the condoms are not evidence in a criminal investigation, these shall be inventoried as personal property to be returned to the individual upon release.
11. If a Transgender person is arrested, in police custody, and held in an area designated as single-sex, the individual shall be consulted on where they feel safest before placement, and every effort will be made to ensure the person will be placed where they feel most safe. Such safety preference for placement shall be documented on the member's BWC.
 - 11.1. Unless an individual expresses concern for their safety, the individual shall be housed in a manner consistent with their Gender Identity. All placements made that are not in accordance with what the arrested person believes would be the safest shall be documented on the member's BWC with a detailed explanation of why the safety requests of the individual were overridden.
 - 11.2. Transgender, Intersex, and Gender Non-Conforming individuals shall not be arbitrarily placed in segregated cells solely because of their status or for their protection, unless they have expressly requested to be placed alone.
 - 11.3. Transgender, Intersex, and Gender Non-Conforming individuals shall not be held longer than necessary for processing.

Transportation of LGBTQ Individuals

12. If it is necessary to transport an individual whose Gender Identity differs from the member's, it shall be done in accordance with departmental policy (See Policy 503, *Transportation of Passengers In Departmental Vehicles*).

13. In accordance with Policy 1114, *Persons in Police Custody*, when transporting a person in police custody, males and females shall not be transported in the same compartment of a vehicle.
 - 13.1. If the vehicle contains only one compartment used for transporting persons in custody, BPD will use separate vehicles to transport males and females.
 - 13.2. Transgender and/or Intersex individuals shall be transported with other arrestees of the same Gender Identity and Expression, unless the individual expresses a safety concern or a BPD member identifies a safety concern, in which case the individual shall be transported alone.
 - 13.3. For a person who states that they are Nonbinary/Gender Fluid or Gender Non-Conforming, the member shall ask the person if they would be more comfortable being transported with males or females.
 - 13.4. Refer to Policy 1114, *Persons in Police Custody*, for full guidance on transporting persons in police custody.

Bathroom Use

14. Individuals shall not be stopped, questioned, or arrested for using a gender-segregated or single-sex restroom (including in bus stations, shelters, privately owned restaurants, businesses, and accommodations) based to any extent or degree on their actual or perceived Gender Identity, Sexual Orientation, or Gender Expression. Under Maryland law, refusing access to public accommodations, like bathrooms, constitutes discrimination.

NOTE: There is nothing inherently suspicious or criminal about a person using a restroom, including a restroom that does not match what a BPD member or another person believes to be the person's Gender Expression. If a member perceives that a person is using a gender-segregated or single-sex restroom that is not consistent with the person's Gender Expression, the member is prohibited from considering that factor, to any extent or degree, in deciding to take law enforcement action against the person. A member may, however, take law enforcement action against the person based on personal knowledge or reliable and trustworthy information that establishes reasonable suspicion or probable cause that the person is or has engaged in criminal activity.

15. While in BPD custody, Transgender, Intersex, and Gender Non-Conforming individuals shall be allowed to use the restroom in accordance with their Gender Identity. If, however, an individual has safety concerns with using the restroom, that individual may use the restroom they feel will be safest for them.

Youth

16. BPD members shall respect the privacy of youths and shall not disclose information they discover about the youth's Gender Identity, Gender Expression, and/or Sexual Orientation to their parents or guardians, except with the youth's express consent. BPD members should consult with BPD Legal Affairs before disclosing this information or responding to a request to disclose this information. Disclosing this information may put the youth at increased risk for violence and/or rejection in the home.

17. BPD members shall seek to determine if the youth feels safe returning to the care of their parents or guardians. If a youth expresses legitimate concerns for their safety, BPD members shall take the youth to Child Protective Services or another LGBTQ-competent social service agency serving homeless and/or LGBTQ youth.

NOTE: LGBTQ youth are at increased risk of homelessness as a result of being forced out of their homes or running away from their homes due to rejection, abuse, or conflict over the youth's Gender Identity or Sexual Orientation.

LGBTQ Crime Victims

18. If it is known to a BPD member that an individual involved in a Part I crime is a member of the LGBTQ community, the BPD member shall contact the BPD's LGBTQ Liaison via the Communications Unit.
19. If an incident could be a hate-bias incident, meaning that it is or appears to be motivated all or in part by the victim's Gender Identity, Gender Expression, or Sexual Orientation, BPD members shall:
 - 19.1. Follow the required actions in Policy 815, *Hate Crimes*.
 - 19.2. Contact the BPD's LGBTQ Liaison via the Communications Unit.

Reporting Requirements

20. When completing an incident report or other Departmental forms, BPD members shall document the person's legal name, in the space for "Name", and shall document the person's pronoun and name of common use (if different) in the narrative portion of the report, or where applicable in an electronic system. Members shall use the person's name of common use and pronoun, as expressed or clarified by the individual, when referring to that person while in police custody or throughout the interaction with that person. Members shall not consider or document the name of common use as an "alias", "AKA", or "nickname."
21. Information about an individual's Transgender status should be documented only to the extent that the information is relevant and necessary to the investigation or other law enforcement actions (e.g., if a Transgender person perceived that they were targeted for being a Transgender person).
22. BPD members shall send a copy of all reports related to any incident involving an LGBTQ individual, if it is known to the member, to BPD's LGBTQ Liaison at: LGBT@BaltimorePolice.org.
23. If an incident occurred in or near an establishment that a BPD member knows to be frequented or owned by a member(s) of the LGBTQ community, the member shall send a copy of all reports related to the incident to the BPD's LGBTQ Liaison. The LGBTQ Liaison serves as an extra connection and support to victims of crime, reinforces a holistic police response to these incidents, and helps to problem-solve concerns or trends related to the LGBTQ community that arise from these incidents.
24. All members have an affirmative duty to report any member conducting an act that violates this policy. **Failure to report may subject a member to disciplinary action** (See Policy 1729, *Anti-Retaliation*).

Accepting Complaints

25. If a person alleges discriminatory policing and/or would like to make a complaint at any point, the BPD member must inform their supervisor, in accordance with Policy 306, *Complaint Intake and Classification Process*.
26. No BPD member may interfere with, hinder, or obstruct a person from making a complaint against a member.
27. When an individual requests a complaint form, the BPD member must immediately supply the form.
28. All BPD members must provide their name and badge number upon request by any individual.
29. When the complaint intake member confirms receipt of a complaint of acts that may violate this policy, they shall offer to connect the complainant to the LGBTQ Liaison to discuss the complaint, the complaint process, or this policy.

NOTE: Refer to Policy 306, *Complaint Intake and Classification Process*, for further guidance on procedures involving citizen complaints.

Supervisory Requirements

30. Supervisors shall ensure all LGBTQ individuals are treated in a respectful, affirming, and professional manner.
31. Supervisors shall provide guidance and mentorship to subordinates around treating all LGBTQ individuals in a non-discriminatory, affirming, and respectful manner.
32. If allegations arise that a BPD member in the supervisor's command has treated an individual with bias based on Gender Identity, Gender Expression, Sexual Orientation, or any other protected characteristic, or otherwise departed from this policy, the supervisor shall contact the Public Integrity Bureau (PIB).

NOTE: If a supervisor is called to the scene where an LGBTQ individual would like to make a complaint against a member, the supervisor shall respond to the scene and assist the individual with filling out a Police Complaint Form. See Policy 306, *Complaint Intake and Classification Process*, for complete guidance on receiving complaints.

33. In accordance with Policy 1112, *Field Interviews, Investigative Stops, Weapons Pat-Downs & Searches* and Policy 1109, *Warrantless Searches*, supervisors shall review all documentation for investigative stops, weapons pat-downs and searches for completeness and adherence to law and policy within 72 hours of when the investigative stop, weapons pat-down, or searches occurred.

33.1. Supervisors shall document and report:

- 33.1.1. Investigative stops that appear unsupported by reasonable articulable suspicion, or that otherwise violate BPD policy;

- 33.1.2. Searches that appear to be without legal justification or are in violation of BPD policy;
 - 33.1.3. When a search resulting in the recovery of contraband appears to be unsupported by probable cause; and
 - 33.1.4. Stops or searches that, while complying with law and policy, indicate a need for corrective action or review of agency policy, strategy, tactics, or training.
34. Supervisors shall confirm that the LGBTQ Liaison receives all reports of incidents involving (a) individuals whose membership in the LGBTQ community is known by an individual BPD member or (b) places known to be associated with or owned by members of the LGBTQ community.
35. To enable the LGBTQ Liaison to enhance community outreach in the LGBTQ community in Baltimore, supervisors shall ensure the BPD's LGBTQ Liaison is notified via the Communications Unit when an incident involves an individual or individuals from the LGBTQ community and either is determined to be a Part I crime or could be considered motivated by hate-bias.

LGBTQ Liaison

BPD's LGBTQ Liaison (the Liaison) serves as the connection point between BPD and the LGBTQ community. They collaborate with the LGBTQ community on events and issues of interest, support BPD's service to the LGBTQ community, and monitor LGBTQ-related crime responses. BPD shall periodically assess the Liaison's workload and capacity to determine whether more resources are necessary to address the below responsibilities. BPD shall maintain a profile of the Liaison and their responsibilities under this policy on BPD's website (<https://www.baltimorepolice.org>).

36. The Liaison is stationed in the Youth and Community Division.
- 36.1. The Liaison directly reports to the Police Commissioner. Information reported includes:
 - 36.1.1. Incidents indicating hostility toward an LGBTQ person(s),
 - 36.1.2. Serious incidents involving individuals known to be LGBTQ or businesses known to be affiliated with the LGBTQ community,
 - 36.1.3. Concerns from the LGBTQ community,
 - 36.1.4. Trainings conducted within the community and within the Department, and
 - 36.1.5. Upcoming LGBTQ community events.
 - 36.2. The Liaison meets with the Police Commissioner and LGBT Advisory Council every other month to discuss the BPD's work with the LGBTQ community and any incidents of interest to the BPD command.
37. The Liaison serves as a support to BPD members to ensure BPD's appropriate response to the LGBTQ community and compliance with this policy.

- 37.1. The Liaison is trained on LGBTQ issues and communities and is available to provide support by phone to members that may have questions about this policy and/or navigating specific situations involving LGBTQ individuals.
- 37.2. In certain instances of serious incidents involving LGBTQ individuals, the Liaison may report to the scene of the incident to provide guidance, support, or expertise.
- 37.3. The Liaison may assist with some PIB complaints related to LGBTQ members. This could include: ensuring a complaint was received by PIB, finding out the status of a complaint, facilitating communication with the complainant, etc.
 - 37.3.1. The Liaison does not have access to confidential files or information maintained at OPR.
 - 37.3.2. Information learned about specific incidents leading to complaints by LGBTQ community members helps the Liaison tailor their trainings to BPD members by providing real scenarios for training purposes.
38. The Liaison serves as a point of contact with the LGBTQ community, associations, businesses, civic meetings, and local and national LGBTQ organizations
 - 38.1. The Liaison may provide personal assistance to LGBTQ individuals who have interfaced with the BPD or are seeking assistance from the BPD. This could include, but is not limited to, assisting community members with making complaints with Internal Affairs, connecting individuals to the proper division within the BPD, supporting individuals who may be concerned about contacting the police, connecting with local resources, among other assistance.
 - 38.2. The LGBTQ Liaison shall be available to discuss complaints of violations of this policy, the complaint process, or this policy with complainants. If the Liaison finds it necessary, BPD shall allocate the LGBTQ Liaison at least two hours per complaint to prepare for and hold such discussions without interference.
 - 38.3. The Liaison participates in and acts as the BPD point-person for events meant for and organized by LGBTQ individuals in the community and beyond. If the Liaison finds it necessary, BPD shall allocate the LGBTQ Liaison at least four hours per month to prepare for and attend such events without interference.
 - 38.4. The Liaison serves as the connection point between the BPD and the Police Commissioner's LGBT Advisory Council, described below.
 - 38.5. The Liaison shall inform the LGBTQ community that Policy 720, *Interactions with LGBTQ Individuals* prohibits members from discriminating based on actual or perceived Gender Identity, Gender Expression, or Sexual Orientation, and how community members may make complaints of such discrimination (See Policy 306, *Complaint Intake and Classification Process*).
39. The Liaison shall provide support for LGBTQ members of the BPD when specific member concerns arise.
40. The Liaison provides diversity trainings to BPD members.

41. The Liaison assists with recruitment efforts in the LGBTQ community.
42. The Liaison shall provide an annual report to the Police Commissioner. This report details all of the work accomplished by the Liaison for the year.
43. For the yearly training on Fair and Impartial Policing, the Liaison shall provide (1) data and trends relating to complaints of discriminatory policing based on Gender Identity, Gender Expression or Sexual Orientation and (2) noteworthy issues involving LGBTQ matters within the LGBTQ community (See Policy 317, *Fair and Impartial Policing*). BPD shall allocate the Liaison at least 12 hours per year to prepare such information without interference.

Deputy Commissioner, Public Integrity Bureau (PIB)

44. The Deputy Commissioner of PIB shall ensure complaints alleging discrimination or disparate treatment based on the complainant's actual or perceived Gender Identity, Gender Expression, or Sexual Orientation are properly classified by PIB.
45. The Deputy Commissioner of PIB shall track data related to discriminatory policing based on these complaints, and address trends noted with particular members or districts/divisions/units. The Deputy Commissioner of PIB shall share this data with the Liaison.

LGBT Advisory Council

46. The BPD's LGBT Advisory Council (the Council) consists of a group of self-selected members and is a self-governing body. The Council is not subject to removal by the Police Commissioner or any other BPD member.
47. The by-laws adopted by the Council govern its operations. These by-laws are not subject to amendment by BPD.
48. Relationship with BPD personnel:
 - 48.1. The Police Commissioner shall meet with the Council six times per year.
 - 48.2. The Liaison must be responsive to the Council's calls for action.
 - 48.3. The Police Commissioner will engage in activities when possible, on the advice of the Council, to foster trust-building with the LGBTQ community.
49. Department training and education:
 - 49.1. As a function of its advisory role, the Council must be kept aware of the trainings that BPD members are receiving, and shall be permitted to review materials and provide feedback on materials for these trainings.
 - 49.2. The Council can make requests of the Police Commissioner and the Department to educate BPD members about this policy and the existence and role of the Council.
50. BPD shall provide data and/or information requested by the Council, as long as it is available (e.g., police reports for specific incidents or numbers of LGBTQ victims in a certain time period).

51. The Council will consider all feedback and requests for information from the public upon receipt of a written request, and the Council will respond to all such inquiries within 60 days of receipt.

ASSOCIATED POLICIES

Policy 306, *Complaint Intake and Classification Process*
Policy 317, *Fair and Impartial Policing*
Policy 503, *Transportation of Passengers in Departmental Vehicles*
Policy 711, *Domestic Violence*
Policy 815, *Hate Crimes*
Policy 1013, *Strip Searches and Body Cavity Searches*
Policy 1109, *Warrantless Searches*
Policy 1112, *Field Interviews, Investigative Stops, Weapons Pat-Downs & Searches*
Policy 1114, *Persons in Police Custody*
Policy 1729, *Anti-Retaliation*

RESCISSION

Remove and destroy/recycle Policy 720, *Lesbian, Gay, Bisexual and Transgender Involved Incidents*, dated 15 November 2016.

COMMUNICATION OF POLICY

This policy is effective on the date listed herein. Each employee is responsible for complying with the contents of this policy.