



CEDAR RAPIDS POLICE DEPARTMENT

Cedar Rapids, Iowa

APPLIES TO: Department

Page 1 of 3



POLICY TITLE: *Bias in Public Safety*

STANDARD/REF #: 1.2.9

APPROVED BY: *David Dostal, Chief*

REVIEWED DATE: 5/8/2025

Captain of Patrol;

REQUIRED REVIEWERS: *Professional Standards;*

REVISED DATE: 5/8/2025

Captain of Training

POLICY/PURPOSE:

It is the policy of the Cedar Rapids Police Department (CRPD) that all police-initiated actions, which include all investigative detentions, traffic stops, arrests, searches and seizures of persons and/or property by officers, will be based on a standard of reasonable suspicion or probable cause as required by the Fourth Amendment of the U.S. Constitution and statutory authority. Officers must be able to articulate specific facts, circumstances and conclusions, which support probable cause or reasonable suspicion for the arrest, investigative detention or traffic stop.

DEFINITIONS:

Biased Policing - Improper bias in public safety is the application of police authority based on a common trait of a group, without articulable, actionable intelligence to support consideration of that trait. This includes, but is not limited to race, ethnicity, national origin, immigration status, disability, gender, gender identity/expression, sexual orientation, religion, economic/employment status, housing status, age, cultural group, or any other identifiable group.

Implicit Bias – Attitudes or stereotypes that affect a person's understanding, actions, and decisions in an unconscious manner.

PROCEDURE:

The CRPD prohibits bias-based profiling in public safety to include: traffic contacts, field contacts, and asset seizure and forfeiture efforts. No person shall be subject to any stop, detention, enforcement action, or search by members of this department when such stop, detention enforcement action, or search is based on a bias. Employees will base their actions on an individual's conduct and other legally acceptable facts and circumstances and not on subjective reasons. Nothing in this policy should inhibit any member of the CRPD from using their investigatory skills as a trained law enforcement officer to detect reasonable suspicion of criminal activity. [1.2.9a]

TRAINING [1.2.9b,c,d]

The department will train all personnel in biased issues.

- Initial training for all employees will occur upon hire. [1.2.9c]
- Refresher training for all employees, to include legal aspects and implicit bias, will be conducted annually. In addition:
 - Training for sworn employees will follow guidelines set by the Iowa Law Enforcement Academy (80B.11G)
 - Non-sworn employees may receive alternative training appropriate to their duties.
- All affected personnel will receive documented annual review of this policy. [1.2.9b]

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REPORTING BIAS-BASED POLICING

Supervisors at all levels must take steps to ensure that employees in their command do not engage in bias-based profiling. These steps should include clearly indicating to subordinates that profiling and bias will not be tolerated, a review of enforcement reports with a focus on identifying possible profiling patterns and encouraging appropriate traffic enforcement tactics.

If an employee observes or perceives that bias-based profiling has occurred by another employee, they shall, without delay, report it to a supervisor, commander, or the Chief of Police and provide the following information:

- Date(s), time(s), and location(s) when the incident(s) took place
- Description of each incident (e.g. what was said and/or done)
- Name of anyone present during each incident
- Anyone with whom you have discussed the incident(s)

Supervisory personnel receiving information of bias-based profiling will complete a memo and forward it through the chain of command to Professional Standards.

INVESTIGATION OF REPORTS OF BIAS-BASED PROFILING

The division commander will determine and establish options and/or courses of actions to include, but not limited to:

- No further action. The employee's performance is within policy
- Progressive discipline
- Mandatory remedial or additional training designed to improve employee skills and performance [1.2.9d]
- Informal monitoring by supervisor
- Formal counseling by a psychologist
- Mandatory or voluntary referral to the City's Employee Assistance Program (EAP) and/or Peer Support Team authorized counselor.
- Formal monitoring (probation period set) with formal reviews and reports
- Reassignment

The Chief of Police through Professional Standards will examine all forms and information regarding reported bias-based profiling. The following information may be evaluated:

- Information broken down by race and gender
- Census data
- Complaints
- Research traffic stop history



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Once the review is completed, the Chief of Police will determine whether an employee will be referred for further follow up. The division commander of the effected employee will coordinate the appropriate assistance and/or training activities that are to be taken to address the identified issue(s).

The Chief of Police will make the final determination of the appropriate action to be taken. A finding other than "no further action" or "informal monitoring by supervisor" will require the division commander to develop an action plan for the employee to be approved by the Chief of Police. The action plan will be communicated to the employee. The division commander will follow up for compliance.

ANNUAL ADMINISTRATIVE REVIEW

Professional Standards will conduct a documented annual administrative review of department activities with potential for bias to include, but not limited to, traffic and field contacts, asset forfeiture efforts, citizen complaints and any corrective measures taken. The review will be forwarded to the Chief of Police.

[1.2.9e]