CONCORD POLICE DEPARTMENT
GENERAL ORDER

FAIR AND IMPARTIAL POLICING

GENERAL ORDER: 07.06	**CREATED:** January 24, 2002	**ISSUED DATE:** August 20, 2026
CALEA STANDARD: 1.2.9 **NCLEA STANDARD:** 1.11		**EFFECTIVE DATE:** August 20, 2026
ACTION: Amends general order dated November 5, 2025.		

07.06.0 PURPOSE

The purpose of this general order is to establish the Concord Police Department's commitment to fair, impartial, and bias-free services to the public.

07.06.1 POLICY

It is the policy of the Concord Police Department to provide services to our community with due regard to the racial and cultural differences of those we serve. It is, therefore, the policy and practice of the Concord Police Department to provide services and to enforce the law equally and fairly without discrimination toward any individual(s) or group(s) because of their age, race, ethnicity or nationality, religion, gender, gender, sexual orientation/identity, economic status, cultural group, disability or any other identifiable characteristics.

07.06.2 DEFINITIONS

A. FAIR TREATMENT

Persons, irrespective of race, ethnicity, age, gender, religion, sexual orientation or any other distinction, will be treated in the same basic manner under the same or similar circumstances. This does not mean that all persons in the same or similar circumstances can or must be treated identically in all cases. Reasonable concessions and accommodations may be made when dealing with individuals with physical or mental disabilities, injury, illness, infirmity, or similar conditions, or when information about them necessitates different treatment.

B. POLICE SERVICES

Actions and activities that may not directly include enforcement of the law, but that contribute to the overall well-being and safety of the public. These include, but are not limited to, such tasks as assistance at fire scenes, traffic accidents, medical emergencies, lifesaving services, crime prevention, preventative patrol, public information, education, assistance, and similar activities.

C. RACIAL OR BIASED-BASED PROFILING

Discrimination in the performance of one's duties based on personal prejudices or partiality that interfere with professional judgment, training, departmental policy, or adherence to law. Racial or bias-based profiling includes, but is not limited to, prejudicial decisions affecting individuals in classes protected by federal and state law.

07.06.3 FAIR AND IMPARTIAL TREATMENT

A. All persons having contact with members of the agency shall be treated in a nonpartisan, fair, equitable, and objective manner, in accordance with the law; and, without consideration of their race, color, national origin or other individual characteristics or distinctions as defined in this policy.

B. Racial or biased-based profiling of individuals is strictly prohibited by all coworkers in both enforcement of the law and the delivery of police services.

1. Coworkers shall not use race, ethnicity, gender, gender identity, sexual orientation, religion, economic status, age or cultural group as the sole criteria for determining when or how to take enforcement action or provide police services.

2. While the practice of racial or biased-based profiling is strictly prohibited, it is understood that some characteristics may be legitimately considered by a coworker – in combination with other legitimate factors – to establish reasonable suspicion or probable cause. Nothing in this ~~policy~~ general order prohibits officers from using the traits and characteristics of persons, such as race, ethnicity, or national origin in combination with other facts to assist in establishing reasonable suspicion or probable cause in the same manner that officers would use hair color, height, weight, or gender for such purposes.

07.06.4 REPORTING

A. Every coworker shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any known instances of racial or bias-based profiling to a supervisor.

B. Coworkers who witness or who are aware of instances of racial or bias-based profiling have a duty to report such behavior to their supervisor.

C. The department takes allegations of racial or bias-based profiling seriously. All such complaints shall be investigated thoroughly.

D. A documented annual review of this general order and an administrative review of the department's practices including citizen concerns and any corrective measures taken shall be completed by the Professional Standards Division Commander and reviewed by the Chief of Police.

07.06.5 TRAINING

A. All coworkers will receive initial training, prior to assignment, and annual training on bias related issues including legal aspects and may be required to attend remedial training as directed by the Chief of Police or designee.

James S. Hughes

JAMES S. HUGHES
CHIEF OF POLICE