



GENERAL ORDER

DURHAM POLICE DEPARTMENT
DURHAM, NC

NUMBER:

4074 R-5

BIAS-BASED POLICING

Effective Date: 04/28/2004

Revision Dates: R-1 06/06/2011; R-2 09/28/2011; R-3 01/06/2015;
R-4 10/26/2020; **R-5 05/07/2025**

INTRODUCTION

Durham Police Department (DPD) employees are expected to be fair and impartial in law enforcement practices. The Department recognizes that the use of stereotypes is not effective in policing and that the appearance of such is harmful to DPD and the community. Strict adherence to this policy is meant to assure the public that services provided and enforcement activities are fair and equitable and that DPD personnel are protected from unwarranted accusations.

DPD officers shall treat all people equally without regard to their race, gender, ethnicity, religion, age, citizenship, sexual orientation, political persuasion, or any other stereotype. No stereotype shall be the motivation for the decision to initiate any police activity. Such activity constitutes bias-based profiling and is expressly prohibited.

DEFINITIONS

Bias-Based Generalizations: Broad, stereotypical conclusions about a person based on race, ethnicity, national origin, religion, age, gender, gender identity, or sexual orientation.

Bias-Based Profiling: Basing law enforcement and/or investigative actions and decisions on bias-based generalizations of a person.

Investigative Contact: Initiation of contact with a person where, based on the actions and behavior of the individual, an officer has identified reasonable articulable suspicions that the person has just, is in the process of, or is about to violate a law or ordinance.

Discrimination: A practice of unjust/prejudicial treatment of a person or group of people because of their race, gender, or any other bias-based generalizations.

GUIDELINES

Officers **may not** engage in bias-based profiling when establishing either reasonable suspicion or probable cause or as a motivation for field contacts and/or consent searches.

Members **may** use race or other descriptive characteristics to determine whether a person matches a specific description of a particular suspect when initiating an investigative contact if the description provided is credible and geographically relevant. To be considered geographically relevant, a person matching a specific description

of a subject must be stopped at a location that is a reasonable distance from an incident location. A reasonable distance is dependent on multiple factors, including vehicular travel versus pedestrian travel, terrain, traffic, crowd conditions, etc.

Sworn officers shall base their decision to stop, detain, question, further investigate, search, warn or arrest an individual on investigative facts and/or the behavior of the individual as it pertains to the development of reasonable suspicion and probable cause.

Members shall treat all people contacted with respect and dignity. Members shall refrain from using language and terms regarding bias-based generalizations.

When conducting pedestrian and vehicle stops, officers will conduct themselves in a manner that discourages inappropriate perceptions of bias-based law enforcement practices by:

- Using language and behavior that is professional and complies with all Department rules and regulations regarding community contacts;
- Explaining the reason for the stop or investigative contact as soon as is practical, unless providing such information will compromise the safety of officers or other persons;
- Limiting the length of any detention to no longer than necessary to take the appropriate action for the situation;
- Documenting all enforcement action and investigative contacts on the appropriate Department form (e.g., incident report, supplemental report, field contact form, intelligence submission, etc.) per G.O. [4028 Report Writing](#). Failure to complete and submit required documentation shall constitute a violation of G.O. [4028 Report Writing](#).

Members will report all infractions by co-workers to their supervisor immediately. If the supervisor is the subject of the infraction, going directly to the next level in the chain of command is permitted.


Supervisors shall document any reports or infractions related to bias-based profiling or other forms of discrimination and notify their chain of command and the Professional Standards Division (PSD).

TRAINING

The Training Division will conduct training with police recruits during the academy and annual in-service training with sworn and non-sworn members to make sure that they understand the legal aspects of bias-based practices and comply with this general order.

ANNUAL REVIEW

PSD will conduct a documented annual review of agency practices to ensure compliance with this policy, including any community concerns that have arisen that year and corrective measures that were taken. The review will determine whether patterns exist within the agency and whether additional or remedial training may be necessary.



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