

	Greenville, SC Police Department GENERAL ORDER		
	Subject Bias Based Policing	Number 114A8	Type Administrative
Effective Date 5/5/2025	Amends/ Rescinds 114A7	Pages 1 of 3	Re-evaluation Annual February
References CALEA: 1.2.9			Notes Updated Section 4.0 to reflect CALEA language change to standard.

1.0 POLICY

In conducting law enforcement activities, personnel shall not consider race/ethnicity, national origin, gender, sexual orientation/identity, socio-economic status, religion, and age (Class) in carrying out law enforcement activities, except when credible, locally relevant information links a person or people of a specific Class to specific unlawful incidents, criminal patterns or schemes.

These restrictions on the use of these factors do not apply to organizational activities designed to strengthen the department's relationship with its diverse communities.

2.0 DEFINITIONS

Bias Based Policing: Biased Policing occurs when an officer's official decisions and/or actions are based on the fact that an individual's demographics are different from the demographics of the majority of the residents in the area in which the individual is found.

Class: Factors commonly used to categorize subgroups of the population. For purposes of this policy, *Class* refers to those categories of the population that are classifications protected under law, which include: race, ethnicity, national origin, gender, sexual orientation/identity, socio-economic status, religion, and age.

3.0 PROCEDURES

- 3.1 Officers are prohibited from stopping, detaining, or searching any person when the officer's actions are based on Class, unless the officer has a valid and legal reason for engaging a person with one

or more of those identifiable attributes. Applications of acceptable considerations of Class in law enforcement may include:

- A person's apparent age when investigating a possible status violation, or age-related violation such as possession of alcohol under twenty-one years of age;
- Being alerted to look for suspects fitting a particular description in a particular area, when such information is related to the commission of a crime or when there is articulable suspicion that the described behavior of a person suggests that he/she may be involved in a crime in a particular area.

4.0 TRAINING AND COMPLIANCE

- 4.1 A documented annual review of the agency's written directive related to unlawful or improper bias in public safety by all affected personnel will be conducted
- 4.2 Initial training in bias issues including legal aspects, for all affected personnel prior to assignment, will be provided.
- 4.3 Remedial or In-service training should be conducted when:
 - Prompted by a substantiated citizen complaint, or
 - In response to a finding of possible bias during an annual administrative review or analysis.
- 4.4 Supervisors will be alert and appropriately respond to indications where biased policing may be occurring.
- 4.5 Violations of this policy will result in discipline, retraining, counseling or other appropriate intervention, as appropriate to the violation.
- 4.6 Mediation is an intervention that may be utilized to resolve complaints of biased policing. Mediation is an effective tool in fostering mutual understandings between conflicting parties and is capable of enhancing awareness and modifying future behavior.



5.0 ANNUAL REVIEW

A documented annual administrative review will be conducted by the Professional Standards Division regarding policing activities with potential for bias to include, but not limited to:

- Traffic and Field contacts
- Asset forfeiture efforts
- Citizen complaints
- Any corrective measures taken will be documented in this review.

DocuSigned by:

J. H. Thompson

5/5/2025

J. H. Thompson, Chief of Police

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