

A. PURPOSE. Biased policing can undermine legitimate law enforcement efforts, alienates community members and fosters community distrust. This policy is intended to reaffirm the Grand Rapids Police Department's commitment to uphold the constitutional rights of persons, regardless of race, ethnicity, gender, age, economic status, sexual orientation, religion, national origin, gender identity, disability, or cultural group.

B. GOALS

1. Reaffirm the Grand Rapids Police Department's commitment to unbiased law enforcement practices.
2. Establish procedures that assure the public that the Grand Rapids Police Department is providing service and enforcing laws in an equitable and lawful fashion.
3. Further clarify the circumstances in which officers may consider specified characteristics when making enforcement decisions.

C. DEFINITIONS

1. *Racial Profiling*: The practice of relying, to any degree, on race, ethnicity, or national origin in selecting which individuals to subject to routine investigatory activities, or in deciding upon the scope and substance of law enforcement activity following the initial routine investigatory activity. Racial profiling does not include reliance on the criteria in combination with other identifying factors when the officer is seeking to apprehend a specific suspect whose race, ethnicity, or national origin is part of the description of the suspect, and the description is thought to be reliable.
2. *Specified characteristics*: Identifiers include race, ethnicity, gender, age, economic status, sexual orientation, religion, national origin, gender identity, disability, or cultural group.

D. SPECIFIC RESPONSIBILITIES

1. Employees shall not engage in racial profiling.
 - a. Employees shall not use specified characteristics as a general indicator for, or predictor of, criminal behavior for an individual or group.
 - b. Employees shall base all stops, detentions, investigative activities, and arrests on a standard of reasonable suspicion, probable cause, or other

appropriate legal standard and in doing so shall not violate this policy or any law. Officers shall apply the appropriate legal standard to all enforcement action.

- c. Employees shall refrain from participating in or encouraging any actions or statements that could be reasonably perceived as racial/bias-related profiling, including but not limited to racial slurs or derogatory references about a specified characteristic.
 - d. Employees may only consider specific characteristics when credible, timely intelligence relevant to the locality links a person or group of a specific characteristic to specific unlawful incidents or schemes. In those circumstances, officers may rely on these specific characteristics only in combination with other appropriate factors.
 - e. Employees may not base decisions or actions solely on the fact that an individual or group's specific characteristics are different from the demographics of many of the residents in the area in which the individual or group is found.
 - f. Employees shall not use stereotypes about specified characteristics in making law enforcement decisions, but rather consider the unique circumstances of each individual encounter.
2. Employees shall report any acts of racial/bias-related profiling to their immediate supervisor.