



Policy Manual Standard Operating Procedure	
SOP Number: 8-14d	Subject: Unbiased Policing
Authorized by: Chief Robert Connolly	
Effective Date: July 24, 2025	
Signed: The original signed copy of this directive is on file in the Office of Professional Standards.	
Date signed: 7/24/2025	

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1. PURPOSE

This directive prohibits the use of race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable groups as a reason to restrict liberty, or exercise any other police power (to include traffic contacts, field contacts, and in asset seizure and forfeiture efforts) upon an individual, except in those cases where one of the classifications above is a descriptive factor concerning a suspect.

2. POLICY

The Georgia Tech Police Department (GTPD) will respect the rights of all persons with whom officers come into contact during any law enforcement operation.

3. RESPONSIBILITIES

- 3.1 Department employees will comply with this directive.
- 3.2 Supervisors will ensure employees under their command adhere to this directive.

4. ACTION

4.1 Fair and Equal Treatment

CALEA 6th edition standard 1.2.9 a

- 4.1.1 All contacts made by employees of this agency with any person must meet the requirements of the United States and Georgia Constitutions.
- 4.1.2 Officers should act with courtesy and professionalism on all stops and contacts. At the outset of a contact, where feasible, officers should introduce themselves and inform the person of the reason for the stop. This introduction is not required where the introduction would compromise the safety of the officer or any other person.
- 4.1.3 Officers should answer questions posed by the persons stopped to the extent that it is possible.
- 4.1.4 Officers should continue the contact for only that time which is necessary to meet the objectives of that which justified the stop (e.g., if the stop is for a traffic violation, officers should not prolong the stop beyond the time it takes to write a citation). Where reasonable delays occur, the officer should keep the person informed of the reason for the delay.
- 4.1.5 Officers may not use race, ethnic background, gender, gender identity, sexual orientation, religion, economic status, age, or cultural group as the sole criterion for determining when or how to take enforcement action or provide police services.
- 4.1.6 Officers must be able to articulate specific facts and inferences drawn from those facts that establish reasonable suspicion or probable cause to take any enforcement action.
- 4.1.7 Officers will take equivalent enforcement actions and provide equivalent services to all persons in the same or similar circumstances.
- 4.1.8 Unless exigent circumstances exist, officers will not engage in a law enforcement matter when it involves a family member, friend, or relative such that the officer's objectivity may be, or may appear to be, compromised.
- 4.1.9 Nothing in this policy prohibits officers from using the traits and characteristics of persons, such as race, ethnicity, or national origin in combination with other facts (i.e. suspect description) 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.

4.2 Complaints

- 4.2.1 The GTPD takes allegations of bias-based policing seriously. All such complaints will be investigated in accordance with the Department's SOP 4-03 "Internal Administrative Investigations."
- 4.2.2 Employees who witness or who are aware of instances of bias-based policing will report the incident to their supervisor.

4.3 Training

CALEA 6th edition standard 1.2.9b

- 4.3.1 Sworn employees will receive initial and annual refresher training on unbiased policing, to include:
 - 1. Definition and discussion of bias-based profiling, and
 - 2. Legal aspects of bias-based profiling.
- 4.3.2 The Training coordinator will ensure that new sworn employees receive this training before completion of the field-training program.

4.4 Annual Administrative Review

CALEA 6th edition standard 1.2.9c

- 4.4.1 The Deputy Chief will annually conduct a documented administrative review of Department practices, including citizen concerns and any corrective measures taken, relating to bias-based profiling. When appropriate, community input (e.g. Diversity Management, Legal Affairs, and student groups based on race, ethnic, sexual orientation, or other pertinent trait) will be sought to ensure compliance with this policy and current law. The documented review is due on January 31. The review will be provided to the Chief, with copies to the Training Manager and the Accreditation Manager. The Deputy Chief will keep the review for at least three years.

5. DEFINITIONS

Biased Policing: Discrimination in the performance of law enforcement duties or delivery of police services, based on officers' personal prejudices or partiality that interferes with their professional judgment, or violates their training, Departmental policy, or law. Bias-based policing—also referred to in some instances as "profiling"—includes but is not limited to prejudicial decisions affecting individuals in classes protected by federal and state law and Department policy. This includes, but is not limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group.

Equal Treatment: In the present context, equal treatment means that persons, irrespective of race or other distinction, shall 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, and sometimes should 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.

6. CANCELLATION

This directive cancels SOP SOP 8-14c, “Bias-Based Profiling”

7. REFERENCE

SOP 4-03 “Internal Administrative Investigations.”

CALEA 6th edition standard 1.2.9