P.O. 205 Bias-Based Policing			
Effective From:	11/03/2025	Effective To:	Current

P.O. 205 – Bias-Based Policing

1. PURPOSE
   i) To establish State Police policy pertaining to prohibited bias-based policing and set procedures for training, reporting, and investigating incidents involving bias-based policing.
2. DEFINITIONS
   i) Bias-Based Policing – Any policing style that discriminates in the application of law-enforcement services based upon any characteristics, whether actual or perceived, such as race, color, ethnicity, national origin, ancestry, creed, religion, gender, gender identity, sexual orientation, economic status, age, cultural group, disability, housing status, or affiliation with any other similar identifiable group.
   ii) Explicit bias – Bias that reflects a person's consciously held belief or attitude. In contrast to implicit bias, a person is or can be aware of an explicit bias.
   iii) Implicit bias – Bias resulting from an unconscious stereotype, association, feeling, perception, or attitude. Unlike explicit bias, an implicit bias may exist without a person's awareness and contradict that person's stated beliefs.
3. TRAINING
   i) The Department will provide all officers with initial training on bias-based policing prior to assignment. Additionally, an annual refresher training on bias-based policing is required for all officers to ensure continued compliance and awareness.
   ii) This course shall discuss explicit and implicit or unconscious bias and related legal aspects.
   iii) All commissioned personnel will receive an annual bias-based policing refresher at in-service.
4. PROHIBITED CONDUCT
   i) Bias-based policing is strictly prohibited. Employees shall base all law enforcement and investigative decisions on observable behavior or specific, timely, and reliable information relevant to the location.
   ii) Employees who engage in, ignore, or condone bias-based policing may be disciplined, up to and including termination.
   iii) An officer may consider those characteristics listed in this order in combination with other legitimate factors (i.e., weight, age, height, dress, etc.) about the description of a specific suspect, witness, person of interest, or perpetrator of a crime for whom the officer is searching at that time.
5. REPORTING REQUIREMENTS
   i) Employees who witness or otherwise become aware of any bias-based policing shall:
      a) Document the occurrence to include a detailed record of events, listing all witnesses.
      b) Promptly report the action to their immediate supervisor and/or file a formal internal complaint.
      c) Intervene as needed to protect the safety of any employee or member of the public.
      d) Supervisors should be watchful for bias-based policing during reviews of all employees' activities.
   ii) If the person who committed the violation is the employee's supervisor, the employee should report the incident to the next highest level within their chain-of-command or the Commander of Internal Affairs. Any supervisor who receives a complaint of bias-based policing shall:
      a) Document the complaint.
      b) Notify the appropriate Troop/Section Commander of the complaint.
      c) Forward a copy of the documentation to the Commander of Internal Affairs.

iii) Technology and Communications Support will conduct an annual, documented administrative review of activities with potential for bias, including, but not limited to, traffic and field contacts and asset forfeiture.
    a) TCS shall forward a copy of the report to the Commander of Professional Standards and Compliance for review.
    b) The Commander of Professional Standards and Compliance shall propose any necessary changes and forward the report to the Superintendent no later than April 1st of each year.

6. COMPLAINT INVESTIGATIONS
    i) Internal Affairs shall investigate all bias-based policing complaints.
    ii) It shall be the duty of each employee to cooperate with the investigation. Employees shall keep the nature and details of an Internal Affairs investigation in the strictest confidence.
    iii) Those employees found in violation of this policy may be disciplined. They must view the bias-based profiling video and attend a refresher course on bias-based policing.
    iv) Internal Affairs shall forward a copy of the Internal Affairs investigative report to the Compliance Program Director.
    v) The Compliance Program Director shall compile data regarding bias-based policing complaints and report the findings annually to the Superintendent no later than April 1st of each year.
    vi) The Compliance Program Director shall review the data results to determine if policy changes are required.