

 <div>Policy and Procedure</div>		<div>Policy Number</div> <div>11.16</div>
Chapter	Law Enforcement Operations	<div>Approved By:</div> <div>Robert L. Ticer, Chief of Police</div>
Article	Profiling	
Effective Date: March 3, 2020		

PURPOSE

The purpose of this policy is to establish training and operational guidelines related to profiling.

POLICY

Bias-based profiling in law enforcement is unacceptable including but not limited to traffic contacts, field contacts and in asset seizure and forfeiture efforts. This policy will provide guidelines for officers to prevent such occurrences, and to protect our officers when they act within the dictates of the law and policy from unwarranted accusations.

A fundamental right guaranteed by the Constitution of the United States to all who live in this nation is equal protection under the law. The Loveland Police Department protects the rights for all, regardless of race, color, ethnicity, sex, sexual orientation, physical handicap, religion or other belief system.

It is the policy of this Department to patrol in a proactive manner, to assertively investigate suspicious persons and circumstances, and to actively enforce the motor vehicle laws, while insisting that citizens will only be stopped or detained when there exists reasonable suspicion to believe they have committed, are committing, or are about to commit, a violation of the law. <CALEA 1.2.9 (a)>

DEFINITIONS

Bias-Based Profiling is targeted enforcement or detention of a suspect or other person based solely on the basis of race, ethnicity, age, gender, sexual orientation, religion, economic status, and/or culture without the existence of any individualized suspicion of criminal activity by the particular person being stopped. <CRS 24-31-309> <CALEA 1.2.9>

Department Serial Number (DSN) is the number assigned to employees of the Loveland Police Department for tracking purposes. For officers, DSN serves as a badge number.

GENERAL GUIDELINES

Officer Responsibilities

Pursuant to CRS 24-31-309, any Loveland Police officer shall provide, without being asked, his or her business card to any person whom the officer has detained in a traffic stop or a field contact pursuant to a *Terry* stop but has not cited or arrested. If the officer does not have business cards immediately available, the officer shall provide his/her name, DSN, and contact information for the Professional Standards Unit (PSU).

Business Cards

To be in compliance with CRS 24-31-309, Department business cards shall have at the minimum: the officer's name, DSN, the telephone number for Professional Standards Unit, and an area for the officer to write in his/her assigned division.





Processing and Documentation <CALEA 1.2.9 (c)><CRS 24-31-309>

In accordance with CRS 24-31-309, PSU will accept, log, and report all calls generated from business cards issued during traffic stops and field contacts. On an annual basis, PSU shall provide a documented review to the Chief of Police outlining departmental practices including citizen concerns and any corrective measures taken.

PSU shall pass reports of commendable behavior of an officer to the Chief of Police for consideration of a Loveland Police Department Commendatory Action Report.

PSU shall handle complaints about department policy or officer behavior pursuant to the Internal Affairs policy. <CALEA 82.2.2 (b)>

PSU shall pass policy matters to the Chief of Police for further consideration. The Department shall handle sustained allegations of inappropriate conduct according to Employee Discipline policy and City of Loveland Administrative Regulations regarding discipline. <CALEA 1.2.9 (c)>

Training <CRS 24-31-309> <CALEA 1.2.9 (b)>

Newly-hired officers and community service officers will receive initial pre-service training in the topic areas of Community/Problem Oriented Policing, Verbal Communications, Ethical/Unethical Behavior, Laws of Arrest, Search and Seizure, Probable Cause, and Police Community Relationships, all of which address the issue of bias-based profiling and the prohibited use of such profiling.

All affected personnel shall receive annual training in bias issues to include legal update training, which includes the latest statutory requirements and case law relating to reasonable suspicion and probable cause as it pertains to vehicle stops and investigative detention.

Retention of Records

Records pertaining to training of personnel and the PSU handling of citizen complaints shall be maintained according to the Loveland Police Department's Records Retention Schedule.

