

POLICY NUMBER

11.16



Effective Date:

4/22/2013

Revised Date:

10/28/2025

Chapter	Law Enforcement Operations
Article	Profiling

PURPOSE

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

POLICY

Profiling in law enforcement is an unacceptable practice 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 from unwarranted accusations when they act within the law and policy. <CALEA 1.2.9 (a)>

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 engage in proactive patrol, to assertively investigate suspicious persons and circumstances, and actively enforce motor vehicle laws, while ensuring citizens are stopped or detained only when there is reasonable suspicion to believe they have committed, are committing, or are about to commit a violation of the law.

DEFINITIONS

Profiling means relying solely on race, ethnicity, gender, national origin, language, religion, sexual orientation, gender identity or expression, age, or disability to:

- Establish probable cause for arrest or custody, or to form reasonable suspicion justifying detention or a vehicle stop; or
- Determine the scope, substance, or duration of any investigation or law enforcement action.

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

GENERAL GUIDELINES

Officer Responsibilities <CRS 24-31-309>

Pursuant to CRS 24-31-309, officers 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. The business card must include identifying information about the officer, including but not limited to:

- The officer’s name, division, and DSN
- A phone number for PSU that may be used, if necessary, to report any comments, positive or negative, regarding the contact
- Information about how to file a complaint related to the contact



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Officers will provide their business card, upon request, to any inquiring citizen

Provisions of this paragraph shall not apply to authorized undercover operations conducted by the Department.

Processing and Documentation <CRS 24-31-309>

In accordance with CRS 24-31-309, PSU shall compile on at least an annual basis any information derived from telephone calls received due to the distribution of business cards as described above and that allege profiling. The Department shall make such information available to the public but shall not include the names of officers or the names of persons alleging profiling.

PSU shall handle complaints pursuant to the Department policy. The Department shall handle sustained allegations of inappropriate conduct according to LPD Policy 3.09 Discipline and City of Loveland Administrative Regulation Conduct, Performance and Discipline (AR-00012).

PSU shall pass policy matters through the chain of command to the Chief of Police for further consideration.

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

All affected personnel shall receive initial pre-service training in Community and Problem-Oriented Policing, Verbal Communications, Ethical and Unethical Behavior, Laws of Arrest, Search and Seizure, Probable Cause, and Police Community Relations. This training shall include instruction on the legal standards governing bias-based profiling, the constitutional protections related to equal protection and due process, and the prohibition of using race, ethnicity, gender, religion, sexual orientation, or other protected characteristics as a basis for enforcement actions, except as part of a specific and reliable suspect description.

All affected personnel shall receive annual in-service training on bias issues, which shall include legal updates on the latest statutory requirements and case law regarding reasonable suspicion and probable cause as they relate to vehicle stops and investigative detention.

The Department shall have a documented annual review of the Department’s Profiling policy by all affected personnel to ensure personnel remain knowledgeable of the legal standards, departmental expectations, and the prohibition of bias-based profiling in the performance of their duties.

Annual Administrative Review <CALEA 1.2.9 (e)>

Annually, PSU shall complete a documented administrative review of activities with potential for bias to include, but not limited to, traffic and field contacts, asset forfeiture efforts, citizen complaints and any corrective measures taken.

