

DEPARTMENTAL GENERAL ORDER

**OLIVETTE POLICE DEPARTMENT
OFFICE OF THE CHIEF OF POLICE**

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Bias Crime

Hate Crime

BIAS AND HATE CRIMES

I. PURPOSE

The purpose of this General Order is to assist employees of the Olivette Police Department in identifying crimes motivated by bias toward an individual's race, national origin, creed, color, disability, age, religion, gender, sexual orientation or gender identity/expression and to define appropriate steps for assisting victims and apprehending suspects.

II. DEFINITIONS

A. BIAS OR HATE CRIME - Any unlawful action designed to frighten, harm, injure, or intimidate based on the perceived race, national origin, creed, color, disability, age, religion, gender, sexual orientation or gender identity/expression the victim.

B. DISABILITY - A physical or mental impairment which substantially limits one or more of a person's major life activities.

C. ETHNIC GROUP - A group of persons of the same race or national origin who share common or similar traits, languages, customs and traditions.

D. RACE - A group of persons who possess common physical characteristics (e.g. color of skin, eyes and/or hair, facial features, etc.) genetically transmitted by descent and heredity that distinguish them as a distinct division of mankind.

E. RELIGIOUS GROUP (s) - Any persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence of a supreme being.

F. SEXUAL ORIENTATION - Male or female heterosexuality, homosexuality, or bisexuality by inclination, practice, or expression, or having a self-image or identity not traditionally associated with one's gender.

G. GENDER IDENTIFICATION - A person's internal sense of being male, female, some combination of male and female, or neither male or female.

III. INITIAL RESPONSE PROCEDURES

When an officer at the scene of an incident believes that it may be a bias or hate crime, the officer shall take all preliminary actions necessary, such as:

- A. Expressing empathy for the victim and showing a sincere interest in his/her well being.
- B. Determining whether any perpetrators are present and, if so taking appropriate enforcement measures.
- C. Restoring order to the crime scene and taking any necessary actions to gain control of the situation.
- D. Identifying any injured parties and take steps to provide medical assistance.
- E. Identifying any witnesses or others who have knowledge of the crime.
- F. Protecting the crime scene.
- G. Notifying other appropriate personnel in the chain of command, depending on the nature and seriousness of the offense, and its potential inflammatory and related impact on the community.

IV. SUPERVISOR'S RESPONSIBILITIES

The supervisor shall ensure that all necessary preliminary actions have been taken and activate the notification matrix, if necessary. The supervisor shall request any additional personnel necessary to accomplish the following:

- A. Provide immediate assistance to the crime victim, such as:
 - 1. Expressing empathy for the victim and showing a sincere interest in his/her well-being.
 - 2. Expressing the Department's official position on the importance of these cases, the measures that will be taken to apprehend the perpetrators, and the officers and Department's interest in the victim's well-being.
 - 3. Allowing the victim a period in which to ventilate his/her immediate concerns and express his/her feeling.

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4. Assisting the victim in identifying and contacting individuals or agencies that may provide support and assistance. These may include family members or close acquaintances, family clergyman, Behavioral Health Response (BHR); or Police Department chaplain and community service agencies that provide shelter, food, clothing, childcare or other related services; and
 5. Providing security and precautionary advice to the victim and arranging for any additional security that may be required for protection of the victim.
- B. Ensure there is a standard preliminary investigation to include initial interviews of the victim and any witnesses to the incident.
- C. Ensure that all relevant facts are documented on an incident and/or arrest report and make an initial determination as to whether the incident should be classified as a bias or hate crime.

This General Order supersedes all prior directives and orders inconsistent therewith.

BY ORDER OF:

Signature on File

Beth M. Andreski

Chief of Police

Effective Date: 12/5/2009

Revised: 3/13/2018

Revised: 7/8/2020

Revised: 1/26/2024

Expiration: Indefinite