

PARKER POLICE DEPARTMENT POLICY AND PROCEDURE MANUAL

3.12	EFFECTIVE: August 3, 2012	James Tsurapas, Chief of Police
	REVISED: June 12, 2024	
SUBJECT: UNLAWFUL OR IMPROPER BIAS IN PUBLIC SAFETY		
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3.12.1 PURPOSE

The purpose of this policy is to provide guidance on reducing the presence of any unlawful or improper bias in public safety in law enforcement actions and to reaffirm the Department's commitment to unbiased law enforcement.

3.12.2 POLICY

The Department is committed to respecting constitutional rights in the performance of Department members' duties. The Department's success is based on the respect its members show to the community and the respect citizens observe toward law enforcement. To this end, Department members shall exercise duties, responsibilities, and obligations in a manner that does not improperly, or unlawfully discriminate. This includes but is not limited to race, sexual orientation, gender, gender identity/expression, immigration status, housing status, occupation, language fluency, national origin, ethnicity, age, religion, disability, and economic status. <1.2.9 a.>

3.12.3 PROCEDURE

- A. The Department takes a proactive approach to the delivery of police services. We will investigate suspicious persons and circumstances. We will actively enforce motor vehicle laws recognizing that citizens should only be stopped or detained when there exists reasonable suspicion or probable cause to believe that they have committed, are committing or are about to commit an infraction of the law.
- B. Per Colorado Revised Statutes, a "contact" is defined as an interaction with an individual, whether or not the person is in a motor vehicle, initiated by a peace officer, whether consensual or nonconsensual, for the purpose of enforcing the law or investigating possible violations of the law. "Contacts" do not include routine interactions with the public at the point of entry or exit from a controlled area.
- C. The Department prohibits the use of any unlawful or improper bias based profiling system in its traffic contacts, field contacts and in asset seizure and forfeiture efforts. It is recognized that criminal elements exist in virtually every racial, ethnic, national, religious, tribal and cultural group. Every person is entitled to equal protection under the law and to be free from unreasonable searches and seizures by government agents. Any commissioned officer whose enforcement contacts are motivated by gender, racial or ethnic characteristics, or any other common trait of a group may be subject to disciplinary action and possible prosecution in State and Federal court. <1.2.9 a. >

- D. In this regard and in accordance with CRS § 24-31-309(4)(a), as amended, commissioned officers who contact any person for the purpose of enforcing the law or investigating possible violations of law, but do not issue a citation or make an arrest, shall provide to that person a written warning or a business card without it being requested. The written warning shall contain the commissioned officer's name, OSN number, the main telephone number to the Department in which people may call in their commendations or complaints regarding the commissioned officer's conduct during the contact, as well as information about how to file a complaint related to the contact. <1.2.9 a.>
- E. Additionally, in accordance with C.R.S. § 24-31-309(3.5), as amended, officers must obtain and/or record all information required upon making any contact, as defined above, whether or not such contact resulted in the issuance of a citation or an arrest.

3.12.4 TRAINING

Initially, and annually, commissioned officers, community services officers, and any public-facing members shall receive training on potential bias, legal aspects, proactive law enforcement strategies and tactics to include officer safety, courtesy, cultural diversity, and interpersonal communication skills. Training will also address the ability to articulate facts that lead to reasonable suspicion and probable cause in the support of arrest or search and seizure (legal aspects). In addition, management and supervisors should provide oversight to these activities with specific attention to potential unconstitutional, illegal or unethical actions.

3.12.5 ADMINISTRATIVE REVIEW

A documented annual administrative review of activities with potential for bias to include, but not limited to, traffic stops, field contacts, self-initiated contacts, asset forfeiture efforts, citizen complaints and any corrective measures taken, including citizen concerns will be conducted in conjunction with the Office of Professional Standards annual review. <1.2.9 c.>