



THE CITY OF SHAKER HEIGHTS DEPARTMENT OF POLICE



GENERAL ORDER: GO0112

SUBJECT: Bias Free Policing

EFFECTIVE DATE: June 3, 2024

REVIEW: Annually

AMENDS/SUPERSEDES: June 10, 2020

CALEA: 1.2.9

PURPOSE

To emphasize this agency's commitment to fair and bias-free treatment of all people. Fair and bias-free policing enhances legitimate law enforcement efforts and promotes trust within the community.

POLICY

It is the policy of the Shaker Heights Police Department that people having contact with agency personnel shall be treated in a fair, impartial, bias-free, and objective manner, in accordance with law, and without consideration of specified characteristics as defined in this policy.

DEFINITIONS

Biased Policing: Discrimination in the performance of law enforcement duties or delivery of police services, based on personal prejudices or partiality of agency personnel toward classes of people based on specified characteristics.

Fair and Bias-Free Treatment: Conduct of agency personnel wherein all people are treated in the same manner under the same or similar circumstances irrespective of specified characteristics.

Police Services: Sometimes referred to as community caretaking functions, these are actions and activities that may not directly include enforcement of the law, but that contribute to the overall well-being of the public. These include, but are not limited to, such tasks as welfare checks; death notifications; public assistance to persons who may be lost, confused, or affected by mental or physical illness; traffic control; medical emergencies; lifesaving services; crime prevention; public information; and community engagement.

Specified Characteristics: For the purposes of this policy, real or perceived personal characteristics, to include but not limited to race, ethnic background, national origin, immigration status, gender, gender identity/expression, sexual orientation, religion, socioeconomic status, age, disability, or political affiliation.

PROCEDURES

I. Fair and Impartial Treatment

- A. Biased policing is prohibited both in enforcement of the law and the delivery of police services.
- B. Agency personnel shall take equivalent enforcement actions and provide bias-free services to all people in the same or similar circumstances. This does not mean that all people in the same or similar circumstances must be treated identically. Reasonable concessions and accommodations may be, and sometimes should be made, for example when dealing with people with disabilities, injury, or illness.
- C. Agency personnel may only consider specified characteristics when credible, timely intelligence relevant to the locality, links a person or people with a specified characteristic(s) to a particular unlawful incident, or to particular unlawful incidents or criminal patterns.
- D. Restrictions on the use of specified characteristics do not apply to law enforcement activities designed to strengthen the agency's relationship with its diverse communities.

II. Compliance

- A. Where appropriate, agency personnel are encouraged to intervene at the time the biased policing incident occurs. Agency personnel who witness or who are aware of instances of biased policing shall report the incident to a supervisor.
- B. Supervisors shall:
 - 1. Ensure that all agency personnel in their command are familiar with the content of this policy and shall be alert and respond to indications that biased policing is occurring.
 - 2. Conduct a preliminary investigation upon learning of an incident of biased policing and forward all incident documentation to the Internal Affairs Unit via the chain of command.
 - a. The Internal Affairs Unit shall conduct an administrative investigation of the incident per GO2605 Internal Affairs/Administrative Investigation of Complaints.
 - 3. Ensure that those who report instances of biased policing are not subject to retaliation.

III. Disciplinary Procedures

- A. All discipline administered for violation of this written directive shall be in compliance with GO2601 Disciplinary System.

IV. Administrative Review

- A. Information on biased-policing complaints and any additional relevant information shall be provided to the Chief of Police or their designee.
- B. At least annually, a summary of biased-policing complaints shall be provided to the Chief of Police or their designee.

V. Training

- A. All agency personnel shall receive basic and periodic in-service training and, where deemed necessary, remedial training on subjects related to fair and bias-free policing, to include legal aspects and the psychology of bias.

Approved by the order of

(Signature on file in the Office of Chief of Police)

Wayne D. Hudson
Chief of Police