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Annual Review: April
Scope: All Public Safety and Police Personnel

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Policy Statement: It is the policy of the Department to ensure that all individuals are treated with courtesy and respect at all times. This policy establishes the circumstances under which agency personnel may consider specified characteristics while performing their duties and ensures compliance with Florida Statute 30.15.

502.01 Bias-Free Policing: A fundamental right guaranteed by the Constitution of the United States to all who live in this nation is the equal protection under the law. Along with this right to equal protection is the fundamental right to be free from unreasonable searches and seizures ([2.06](#), [4.1.3](#)).

502.02 Impartial Policing: All field interviews, investigative detentions, traffic stops, arrests, searches, and seizures of property by officers will be based on a standard of reasonable suspicion or probable cause as required by the Fourth Amendment of the U.S. Constitution and statutory authority. Officers must be able to articulate specific facts, circumstances, and conclusions, which support probable cause or reasonable suspicion for an arrest, traffic stop or investigative detention ([4.1.3](#)).

Officers may take into account the reported race, color, ethnicity, sex, physical disability, religion, age, cultural group, economic status or other belief system of a specific suspect(s) based on relevant information that links a person(s) to a particular criminal incident or links a specific series of crimes in an area to a group of individuals.

The Department recognizes that with experience, officers may develop individualized techniques that help minimize conflict during officer/citizen encounters. To promote positive law enforcement interactions, each employee shall:

- a. **Be courteous and professional** during any interaction with the public. The employee is solely responsible for maintaining professionalism at all times, regardless of the behavior of others.
- b. **Identify themselves** to the citizen by providing their name, Department affiliation, and the reason for the encounter as soon as practical. During vehicle stops, this information should be provided before requesting the driver for his license and registration;
- c. **Limit the duration** of any detention to the time reasonably necessary to take appropriate law enforcement action and that the citizen understands the purpose of any reasonable delay.
- d. **Respond to any relevant questions** posed by the citizen, including inquiries about may citation procedures, court dates, or other related matters.
- e. **Provide their name** and Department identification . number upon request ,either in writing or on a business card. and



- f. **Provide a professional explanation** when it is determined that the individual was not involved in the suspected criminal activity.

No motorist, who has been cited or warned, shall be detained beyond the point at which no reasonable suspicion of further criminal activity exists. No person or vehicle shall be searched without a warrant, a legally recognized exception to the warrant requirement, or the individual's voluntary consent. In each case where a search is conducted and items are seized. Any time Officers conduct a search and/or seize any items, they shall document it in an incident report to include the legal basis and results of the search. Officers will document consent searches using the Consent to Search form, and/or body worn camera Officers shall record searches using their BWC system in accordance with policy GO 509.

502.03 Complaints: Anyone may file a complaint with the Department if they believe they were stopped or searched based on bias profiling. No individual shall be discouraged, intimidated or coerced from filing a complaint, or because they have filed such a complaint. Any employee, including the employee who initiated the contact, who becomes aware of a profiling allegation by any individual shall immediately contact the on-duty supervisor. The on-duty supervisor shall respond to the scene, contact the complainant, and ensure all appropriate witnesses and information is documented in Blue Team. Violations of this General Order, or portions thereof, shall result in remedial training and/or disciplinary action ([2.06](#), [2.06](#), [4.1.3](#)).

502.04 Training: All sworn officers shall complete the Criminal Justice Standards and Training Commission's training module "*Discriminatory Profiling & Professional Traffic Stops*" as part of their mandatory initial and annual refresher training as required per Florida Statute Chapter 943. All training shall be documented in the Department's training records ([2.06](#), [4.1.3](#)).

The Department shall provide education and community awareness information on bias free policing to include this General Order and citizen complaint procedures on the Department's website ([2.06](#)).

502.05 Annual Review: Annually, the Professional Standards Captain will conduct an administrative review of agency practices and citizen concerns related to bias free policing. The documented annual review shall include, but not be limited to ([2.06](#), [4.1.3](#)):

- a. Department practices relating to Forfeitures, Traffic stops, and Seizures.
- b. Listing of each complaint received.
- c. Explanation of any actions taken.
- d. Recommendation of training needs.
- e. Recommendation of General Order changes.

The annual report shall be forwarded via chain of command to the Chief of Police with an endorsement form acknowledging it was received. The approved copy shall be forwarded to the Accreditation Manager for retention ([4.1.3](#)).

502.06 Definitions:

Bias-Based Profiling - The inappropriate consideration of specified characteristics while enforcing the law or providing police services. Specified characteristics includes, but is not limited to, race, ethnic background, national origin, gender, religion, socioeconomic status, age, disability, political status, or any other legally protected characteristics ([2.06](#), [4.1.3](#)).

University of Central Florida Public Safety and Police
General Order-502
Bias-Free Policing



CJSTC – Criminal Justice Standards and Training Commission.

Discriminatory Profiling - Unequal treatment of any person including stopping questioning, searching, detention, or arrest solely or primarily on the basis of their racial or ethnic characteristics, religion, gender, or socio-economic status.

Probable Cause - the existence of certain facts, which would lead a person of reasonable intelligence and prudence to believe that a crime has been committed.

Reasonable Suspicion - Suspicion that is more than a mere hunch, but is based on a set of articulate facts and circumstances that would warrant a person of reasonable caution in believing that an infraction of the law has been committed, is about to be committed, or is in the process of being committed, by the person or persons under suspicion. This can be based on observations of a police officer combined with his or her training and experience, and/or reliable information received from credible outside sources.

A handwritten signature in blue ink, which appears to read "Robin Griffin-Kitzerow", is positioned above a solid black horizontal line.

Robin Griffin-Kitzerow
Chief of Police