

## Bias-Free Policing

### 401.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Worthington Division of Police's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

#### 401.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing or improper profiling** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin (including limited English proficiency), religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement. This includes explicit and implicit biases (i.e., conscious and unconscious beliefs or attitudes towards certain groups).

### 401.2 POLICY

The Worthington Division of Police is committed to providing law enforcement services to the community with due regard for the racial, cultural, or other differences of those served. It is the policy of this division to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 401.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited in all enforcement actions, including traffic contacts, field contacts, and asset seizure and forfeiture efforts.

However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely, and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns, or specific schemes.

### 401.4 MEMBER RESPONSIBILITIES

Every member of this division shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any known instances of bias-based policing to a supervisor.

Members shall, when reasonable to do so, intervene to prevent any biased-based actions by another member.

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### 401.4.1 REASON FOR CONTACT

Officers detaining a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, citations, field contacts), the involved officer should include those facts giving rise to the officer's reasonable suspicion or probable cause for the detention, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

### 401.4.2 REPORTING TRAFFIC STOPS

Officers shall collect data regarding the race and gender of the driver on all initiated traffic stops. This information should be derived from the officer's observations, perceptions, or from other trusted informational services such as LEADS, OHLEG, CCH. Officers shall not request information about the race or gender of the contacted person.

Officers shall notify NRECC the race/ethnicity and gender of the driver on all initiated traffic stops. This information will be logged in the CFS by NRECC. The preferred method is to notify NRECC when conducting a driver license query.

### 401.4.3 ATTORNEY GENERAL REPORTS

The Patrol Operations Division Commander shall ensure that procedures are in place for the submission of bi-monthly reports relating to certain traffic citations (e.g., texting while driving, driving while distracted) to the Ohio Attorney General's Office consistent with the requirements of ORC § 4511.992.

## **401.5 SUPERVISOR RESPONSIBILITIES**

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- A. Supervisors should discuss any issues with the involved officer and their supervisor in a timely manner.
  1. Supervisors should document these discussions, in the prescribed manner.
- B. Supervisors shall initiate investigations of any actual or alleged violations of this policy.
  1. If biased-based profiling occurs, corrective measures shall be taken, in accordance with the Personnel Complaints Policy.
- C. Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

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### **401.6 ADMINISTRATION**

The Patrol Operations Division Commander should prepare a documented annual review of department practices, collected data, and citizen concerns and complaints and submit an annual report to the Chief of Police. The report should also include a documented review of department activities with potential for bias. This may include traffic and field contacts, asset forfeiture efforts, and any corrective measures taken. The annual report should not contain any identifying information about any specific complaint, member of the public, or officer. It should be reviewed by the Chief of Police to identify any changes in training or operations that should be made to improve service.

Supervisors should review the annual report and discuss the results with those they are assigned to supervise.

#### **401.6.1 PUBLISHING AN ANNUAL REPORT TO THE PUBLIC**

The documented annual review of division practices will be made available to the public.

### **401.7 TRAINING**

Training on fair and objective policing and a review of this policy shall be conducted annually and include:

- (a) Explicit and implicit biases.
- (b) Avoiding improper profiling.

#### **401.7.1 ADDITIONAL REQUIREMENTS**

Annual training should also include bias-based policing issues and relevant legal aspects, such as: field contacts, traffic stops, search issues, asset seizure and forfeiture, interview techniques, cultural diversity, discrimination, and community support.