

LAFAYETTE POLICE DEPARTMENT

GENERAL ORDERS

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ISSUED BY: JIM CRAFT, CHIEF OF POLICE			REVISION DATE: N/A	
CALEA COMPLIANT 1.2.9a 1.2.9b 1.2.9c 1.2.9d				
SUBJECT: BIAS BASED PROFILING				

PURPOSE

This Order establishes rules and guidelines to be followed regarding bias based profiling.

POLICY

It is the policy of the Lafayette Police Department to patrol in a proactive manner, to investigate suspicious persons and circumstances, and to enforce motor vehicle laws. In doing so, officers will only stop or detain citizens when there exists reasonable suspicion to believe they have committed, are committing, or are about to commit an infraction of the law.

DEFINITIONS

Bias Based Profiling: The detention, interdiction, or other disparate treatment of individuals based solely on a common trait or a group. This includes race, ethnic background, gender, sexual orientation, economic status, age, cultural background, or any other identifiable group.

Reasonable Suspicion: Suspicion that is more than a mere hunch. It is based on a set of facts and circumstances that would cause a reasonable person to believe 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 the observations of a police officer combined with his or her training and experience, and/or reliable information received from credible outside sources.

PROCEDURES

A. Standards

1. All investigative detentions, traffic stops, arrests, searches and seizures or forfeitures of property initiated by officers will be based on a standard of reasonable suspicion or probable cause. Any action taken will not be based on race, ethnic background, gender, sexual orientation, economic status, age, cultural background, or any other identifiable group characteristic. **(CALEA – 1.2.9a)**
2. 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.
3. Officers may take into account the reported race, ethnicity, or national origin of a specific suspect that links a person to a particular criminal incident or links a specific series of crimes to a group of individuals of a particular race/ethnicity.

B. Proactive Patrol

1. While on patrol, officers should direct their efforts in those areas where there is the highest likelihood that crashes will be reduced and/or crimes prevented through proactive patrol.
2. Supervisors should assign manpower based on crime and traffic analysis information, as well as complaints received from citizens.
3. Any enforcement action will be accompanied by consistent, ongoing supervisory oversight to ensure that officers do not go beyond the parameters of reasonableness in conducting such activities.

C. Training

1. Officers will receive initial and ongoing training in proactive enforcement tactics, including training in officer safety, courtesy, cultural diversity, and laws governing search and seizure, and interpersonal communications skills. **(CALEA – 1.2.9b)**
2. The Training Unit staff will be responsible for incorporating bias based profiling into the annual In-service training.
3. Supervisors may also include bias based training as part of briefing/roll-call training.

D. Complaints

1. Any person may file a complaint with the Department if they feel they have been stopped or searched based on a complaint of bias based profiling. No person shall be discouraged, intimidated, or coerced from filing such a complaint, or discriminated against because they have filed such a complaint.
2. Complaints received by departmental staff members will be handled consistently with established policies.
3. The results of bias based profiling shall be made public, on an annual basis, as part of the Internal Affairs Annual Report..

E. Administrative Reporting and Corrective Action

1. The Patrol Commander or his designee shall produce a documented annual review of agency practices including citizen concerns regarding bias based profiling. **(CALEA – 1.2.9d)**
2. The bias based profiling annual review will be routed to the Chief of Police and the Accreditation Unit.
3. Officers disciplined as a result of this policy will be required to attend training as specified by the Chief of Police. **(CALEA – 1.2.9e)**



JIM CRAFT
CHIEF OF POLICE