

UPPER MERION TOWNSHIP POLICE DEPARTMENT
POLICY AND PROCEDURES

No. 1360

Supersedes: NA

Effective: August 1, 2006

Page: NA Section: NA

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Dated: July 13, 2006

BIASED BASED PROFILING

- I. **PURPOSE:** The purpose of this policy is to provide guidance on eliminating bias in law enforcement actions.

- II. **POLICY:** It is the policy of the Upper Merion Police Department that officers shall not use bias based profiling practices. The use of bias based profiling may lead to allegations of civil rights violations and undermine legitimate law enforcement efforts. Additionally, bias based profiling alienates citizens and fosters distrust of law enforcement by the community

- III. **CROSS-REF:** UPPER MERION POLICE DUTY MANUAL, Section 380.72
Policy #1300, INTERNAL INVESTIGATIONS
Policy #200, TRAFFIC ENFORCEMENT

IV. **DEFINITIONS:**

BIASED BASED PROFILING: When an officer takes enforcement or investigative action against a citizen based solely on the person's race, ethnicity, gender, sexual orientation, religion, economic status, age or cultural group.

V. **PROCEDURE:**

A. BIASED BASED PROFILING:

- 1. The Upper Merion Township Police Department does not condone the use of bias based profiling. Officers are prohibited from stopping, detaining, searching or arresting anyone **solely** because of the person's race, ethnicity, gender, sexual orientation, religion, economic status, age or cultural group. These characteristics, however, may form part of reasonable suspicion or probable cause when officers are seeking a suspect with one or more of these attributes.

2. All investigatory detentions, traffic stops, arrests, searches, and seizures shall be based upon the standard of reasonable suspicion or probable cause as required by the Fourth Amendment to the U.S. Constitution and state law.

B. TRAINING:

1. All officers will receive initial and periodic training on agency policy and bias based policing issues. Refresher training will be provided at least once every 3 years and may be conducted through special courses, in-service or roll-call training.

C. CORRECTIVE MEASURES:

1. All allegations of biased based profiling shall be investigated in accordance with the department's INTERNAL INVESTIGATIONS POLICY (#1300). Any substantiated allegations of bias based profiling will result in corrective action. The corrective action may include discipline and training.

D. STATISTICAL INFORMATION:

1. In an effort to monitor potential biased based profiling tactics, the following statistical information on drivers stopped for motor vehicle violations shall be identified and recorded:
 - a. Race of the driver
 - b. Gender of the driver
 - c. Reason for the stop
2. This information will be documented in accordance with the department's TRAFFIC ENFORCEMENT POLICY (#200, Section VII).
3. Information on traffic stop totals by race and gender shall be compiled quarterly by the Records Section. This report shall be forwarded to the Chief of Police and made available on the Police Computer Network.

E. ADMINISTRATIVE REVIEW:

1. The Chief of Police shall conduct an annual administrative review of the department's compliance with this policy and of any citizen concerns or complaints that have been received.

APPROVED: _____

DATE: _____

APPROVED: _____

DATE: _____

TO BE REVIEWED: ANNUALLY

DISTRIBUTION: All police officers
 Township Manager
 File