

# Bias-Influenced Policing

## 401.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Schoolcraft College Police Department'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-influenced 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 Schoolcraft College Police Department 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 department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

## 401.3 BIAS-INFLUENCED POLICING PROHIBITED

Bias-influenced policing is strictly prohibited.

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 department shall perform their duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-influenced policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any bias-influenced actions by another member.

### 401.4.1 REASON FOR CONTACT

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

# Schoolcraft College Police Department

## Policy Manual

### *Bias-Influenced Policing*

---

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved officer should include those facts giving rise to the contact, 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**

Each time an officer makes a traffic stop, the officer shall report any information as required in the Traffic and Parking Citations Policy.

#### **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 should periodically review Mobile Audio/Video (MAV) recordings, portable audio/video recordings, Mobile Data Terminal (MDT) data, and any other available resource used to document contact between officers and the public to ensure compliance with this policy.
  - 1. Supervisors should document these periodic reviews.
  - 2. Recordings or data that capture a potential instance of bias-influenced policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-influenced policing.

#### **401.5.1 CORRECTIVE ACTION**

Supervisors shall initiate the appropriate corrective action based on the seriousness of the bias-influenced policing violation.

#### **401.6 MEANINGFUL REVIEW**

The Chief of Police or the authorized designee shall complete a written annual meaningful review of the practices and any corrective action taken by the Department to provide fair and objective policing. The annual review shall include public concerns and complaints. The annual review should not contain any identifying information about any specific complaint, member of the public, or officer. It shall be reviewed by the Chief of Police to identify any changes in training or operations that should be made to improve service.

# Schoolcraft College Police Department

## Policy Manual

### *Bias-Influenced Policing*

---

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

#### **401.7 TRAINING**

The Training Sergeant shall conduct initial and annual training on fair and objective policing which shall include:

- (a) The impropriety of biased-influenced policing, including legal requirements and sanctions.
- (b) Explicit and implicit biases.
- (c) Avoiding improper profiling.
- (d) A review of this policy.

#### **401.8 CORRECTIVE ACTIONS IF BIAS INFLUENCED POLICING IS FOUND TO HAVE OCCURRED**

If an officer is only relying upon a person's race, ethnicity, religion, or gender when making decisions and exercising law enforcement discretion, the agency will investigate the incident to determine if there was a violation of law or any aspects of the departments policies and procedures. Corrective actions will be taken to train, counsel and apply punitive action when necessary. Refer to Policy 1007 regarding Personnel Complaints.