

A-11 BIAS INFLUENCED POLICING;

Northville Township Police Department

ADMINISTRATIVE FUNCTION

- Update: 1/19/2024
- Issued: 08/20/2017
- Annual Review:
9/1/2024

MACP Standards: 1.5.4 CALEA: 1.2.9

I. PURPOSE

The purpose of this policy is to reaffirm the Department’s commitment to the professional treatment of all citizens. The policy in no way prohibits criminal profiling, in itself, being used as a useful tool to assist law enforcement officers in carrying out their duties. However, the policy will clarify circumstances in which race, ethnicity, or national origin, etc., can be used as a factor to establish reasonable suspicion or probable cause, and to reinforce procedures that serve to assure the public that we are providing service and enforcing laws in a fair and equitable manner.

II. DEFINITION

Biased policing- The selection of an individual(s) for enforcement action based in whole or in part of a trait common to a group without actionable intelligence to support consideration of that trait. This includes, but is not limited to race, ethnic background, gender, sexual orientation, religion, economic status, cultural group or any identifiable groups.

(MACP 1.5.4a/ CALEA 1.2.9 a)

III. POLICY

- A. All investigative detentions, traffic stops, arrests, searches and seizures by officers must be based on a standard of reasonable suspicion or probable causes required by the Fourth Amendment of the U.S. Constitution and statutory authority.
- B. Bias influenced policing, or biased policing is prohibited in all law enforcement encounters. (MACP 1.5.4b)
- C. Department personnel will receive training in biased policing issues including legal aspects.
- D. If an officer is found in violation of this policy, corrective measures, including discipline, will be taken.
- E. The Chief of Police or their designee will conduct an annual review of agency practices and citizens concerns.

IV. PROCEDURES

- A. Impartial Policing
 - 1. Officers must be able to articulate specific facts, circumstances and conclusions which demonstrate reasonable suspicion or probable cause for an arrest, traffic

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stop, investigative detention, or search and seizure.

2. Officers will not engage in bias policing in establishing either reasonable cause or probable cause for any police action.
3. No individual will be singled out or otherwise treated differently on account of his/her race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable groups.

B. Officers may take into account the reported traits of a specific suspect or suspects based on credible, reliable, locally-relevant information that links a person of a specific group to a particular criminal incident or links a specific series of crimes in an area to individuals of a particular group.

C. Preventing the Perception of Biased Policing

In an effort to prevent inappropriate perceptions of bias based law enforcement, officers shall utilize the following strategies when conducting pedestrian investigations and traffic stops.

1. Be courteous, polite, and professional
2. Introduce yourself and explain the reason for the stop as soon as practical, unless providing this information will compromise the safety of officers or other persons.
3. Ensure the length of detention is no longer than necessary to take the appropriate action for the known or suspected offense.
4. Try to answer all of the questions the citizen may have, including explaining options for the disposition of the enforcement, if relevant.
5. Provide your name and/or badge number when requested, in writing or on a business card.
6. Apologize and/or explain if it is determined that the reasonable suspicions were unfounded (e.g., after a stop based on a BOL).
7. Apologize for any delay in the release of the person(s) stopped.
8. Explain the need for the spot lights, flashlights, back-up, etc., if questioned by

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the subjects.

V. AUTHORITY AND RESPONSIBILITY

- A. Each supervisor will be responsible for continually monitoring all aspects of police actions and activities under his/her purview to ensure the dictates of this directive are being followed and to discover any indications of bias based profiling or discriminatory practices.
- B. Any employee who believes or is made aware of any violations of this directive will immediately contact their supervisor. In the event the person violating the policy is the employee's supervisor, the employee will immediately contact someone higher in the chain of command.
- C. All reports or complaints of discriminatory or bias based profiling will be documented and investigated in accordance with the provisions in Policy and Procedure *WD A-2 Internal Investigations*. (MACP 1.5.4c)

VI. COMMUNITY OUTREACH AND ANNUAL REVIEW (CALEA 1.2.9c, MACP 1.5.4f)

- A. The Director of Public Safety, or designee, will be the Department's liaison with the community for biased based profiling and/or discrimination issues.
- B. The Director of Public Safety, or designee, will complete an annual meaningful review on biased based profiling and/or discriminatory complaints. The annual review will include, but not be limited to:
 - 1. Listing each complaint.
 - 2. Explaining the actions taken.
 - 3. Listing any additional citizen concerns.
 - 4. Recommend any training needs.
 - 5. Recommend any required policy changes.

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VII. TRAINING

- A. As part of a new employees onboarding procedure they will receive initial training related to implicit bias and bias based policing including legal requirements and sanctions. (CALEA 1.2.9a, MACP 1.5.4e)
- B. Annually, all Department enforcement personnel will receive training in Bias based profiling issues including legal aspects. The training will include profiling related topics such as field contacts, traffic stops, search issues, asset seizures and forfeiture, interview techniques, and cultural diversity. (CALEA 1.2.9b, MACP 1.5.4e)
- C. This training is intended to supplement the initial cultural diversity and awareness training received at the basic academy.

VIII. DISCIPLINE (MACP 1.5.4d)

- A. Failure to report any observed or known violations of this directive by any police department employee will result in disciplinary action.
- B. Employees who violate this policy will be subject to disciplinary action up to and including discharge.