



POLICIES AND PROCEDURES MANUAL

	BIAS-BASED PROFILING/FAIR AND IMPARTIAL POLICING	
	POLICY NUMBER: 1-7	ISSUING AUTHORITY
	EFFECTIVE DATE: June 15, 2020	Michael A. Davis Chief of Police

I. GENERAL CONSIDERATIONS AND GUIDELINES

The Northeastern University Police Department is committed to protecting the constitutional and civil rights of all citizens. Allegations of bias-based profiling or discriminatory practices, real or perceived, are detrimental to the relationship between the Police Department and the community it protects and serves. It is the view of this department that the legal authority to enforce the law must be coupled with the legitimate authority that only comes with a strong and trusting relationship between the police and the people they serve.

The department does not endorse, train, teach, support or condone any type of bias, stereotyping or racial and gender profiling by its employees. While recognizing that most employees perform their duties in a fair, ethical and impartial manner, this department is committed to identifying and eliminating any instances of bias-based policing in all areas, including field contacts, traffic contacts, investigations and asset seizure and forfeiture efforts. [1.2.9(a)]

II. POLICY

It is the policy of the department to:

- A. provide to all people within this community fair and impartial police services consistent with constitutional and statutory mandates;
- B. assure the highest standards of integrity and ethics among all department members;
- C. respect the diversity and the cultural differences of all people;
- D. take positive steps to identify, prevent, and eliminate any instances of bias-based policing by department members;
- E. continually reinforce the department commitment to community policing and problem solving;
- F. prohibit from consideration, except in *suspect specific incidents*, the race, gender, and national or ethnic origin of members of the public in deciding to detain a person or stop a motor vehicle and in deciding upon the scope or substance of any law enforcement action;

- G. support advanced security and environmental awareness as a means to prevent criminal activity up to and including a terrorist attack.

III. DEFINITIONS

- A. *Bias-based Policing*: The selection of an individual(s) for enforcement action based solely on a trait common to a group. This includes, but is not limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group.¹
- B. *Racial and Gender Profiling*: Chapter 228 of the Acts of 2000 defines racial and gender profiling as the practice of detaining or stopping a suspect based on a broad set of criteria which cast suspicion on an entire class of people without any individualized suspicion of the particular person being stopped.
- C. *Suspect Specific Incident*: An incident in which a police department employee is lawfully attempting to detain, apprehend, or otherwise be on the lookout for one or more specific suspects who have been identified or described in part by national or ethnic origin, gender or race.

IV. PROCEDURES

- A. Prevention of Bias-Based Profiling
 - 1. Bias-based policing, including racial or gender profiling, is prohibited. [1.2.9(a)]
 - 2. Training [1.2.9(b)]
 - a. All newly hired department employees engaged in enforcement activities shall receive initial training in bias issues including legal aspects.
 - b. All department employees engaged in enforcement activities shall receive training annually in bias-based policing.
 - c. Such training may include:
 - (1) the dissemination of this policy to all employees;
 - (2) instruction in legal aspects of bias-based policing; and
 - (3) training for supervisory personnel to monitor police conduct to identify bias-based policing and to promote compliance with the standards of this policy amongst employees under their supervision.
 - 3. Annual Administrative Review [1.2.9(c)]
 - a. The Chief of Police or designee shall:
 - (1) review and, where appropriate, revise all procedures that involve the stop, detention, apprehension or search of individuals to ensure that such procedures are in compliance with the provisions of the law and this policy;

- (2) review all performance recognition and evaluation systems, training curricula, policies and customs of the department to determine if any practice encourages conduct that may support or lead to bias based policing;
 - (3) Conduct a documented annual administrative review of agency practices and citizen concerns.
4. Public Education: In order to promote both officer and citizen safety, the department will educate the public, in conjunction with the Executive Office of Public Safety and Security, and the Registry of Motor Vehicles, on what to expect when either stopped or detained by a police officer, as well as police expectations during motor vehicle stops or police detainment.

B. Identification of Profiling

1. To identify instances of bias the department will perform the following.
 - a. Utilize appropriate citizen complaint procedures to document and investigate allegations of profiling or other forms of bias-based policing filed directly with the agency or referred through the Executive Office of Public Safety and Security.
 - b. Utilize procedures for the proactive review of performance, complaint and other employment information to assist supervisors in identifying and modifying potentially problematic behavior and to promote professionalism in the department.
 - c. Conduct an agency-wide annual review of employee enforcement practices and report the findings to the Chief of Police, to include such data as:
 - (1) traffic contacts;
 - (2) field contacts;
 - (3) asset seizures; and
 - (4) asset forfeitures.
2. Where local conditions warrant and the financial and technical resources are available, the department will consider whether it may be appropriate to collect additional data or to engage in analysis beyond that required by the legislative mandate to meet local community concerns and needs.

C. Enforcement of Profiling Policy

1. Intentional Acts: Employees discovered to be intentionally engaged in profiling or other forms of bias-based policing shall be addressed through appropriate disciplinary action.
2. Unintentional Acts: Well-meaning employees who appear to be engaged in unintentional acts of bias-based policing shall receive additional training, guidance, supervision or review of enforcement activities as deemed appropriate by the Chief of Police.

