



Fishers Police Department



General Order 2

Bias Based Profiling

CALEA Standard 1.2.9

2.1 Bias-Based Profiling

This directive establishes Fishers Police Department policy regarding the treatment of people based on race, national origin, citizenship, religion, ethnicity, age, gender or sexual orientation.

In the absence of a specific report; race, national origin, citizenship, religion, ethnicity, age, gender or sexual orientation of an individual shall not be the basis for the detention, interdiction or other disparate treatment of an individual by any member of the Fishers Police Department.

A. BIAS-BASED PROFILING / DISCRIMINATORY PRACTICES <1.2.9 a>

Bias-based profiling of individuals is strictly prohibited

1. In the absence of a specific report; race, national origin, citizenship, religion, ethnicity, age, gender or sexual orientation of an individual shall not be a factor in determining the existence of probable cause to place in custody or arrest an individual, or in constituting a reasonable and articulable suspicion that an offense has been or is being committed so as to justify the detention of an individual or the investigatory stop of a motor vehicle. Race, national origin, citizenship, religion, ethnicity, age, gender or sexual orientation of an individual also shall not be a factor in asset seizure and forfeiture efforts.
2. Stops or detentions based on race, national origin, citizenship, religion, ethnicity, age, gender or sexual orientation or any other prejudicial basis by any member of the Fishers Police Department are prohibited – unless they are seeking an individual with one or more of those identified attributes (such as age during a curfew or alcohol related investigation).
 - a. The detention of any individual, which is not based on factors related to a violation of or investigation of a violation of federal law, Indiana statutes, Fishers City ordinances, or any combination thereof is prohibited.
 - b. No officer shall stop, detain, or search any person when such action is solely motivated by race, national origin, citizenship, religion, ethnicity, age, gender or sexual orientation

B. REPORTING REQUIREMENTS

1. The Assistant Chief of Police or designee shall conduct an investigation of any complaint of bias-based profiling or discriminatory practice received in accordance with General Order 40 – Internal Affairs.
2. All complaints, and a record of the disposition or finding of any investigation shall be maintained in accordance with established department policy.

C. COMMUNITY OUTREACH <1.2.9 d>

1. The Assistant Chief of Police or designee shall serve as the community liaison

officer for profiling and/or discrimination issues.

2. The community liaison officer shall meet with members of the community when requested by a particular group member, or with members of groups affected by this policy.
3. The community liaison shall review all complaints of profiling and/or discrimination to determine if additional follow-up or remedial action is required.
4. Annually, the Assistant Chief of Police shall prepare a documented review report for the Chief of Police and disseminate copies to all Division Commanders and the Accreditation Manager.
5. The annual review shall include, but not be limited to: **<1.2.9 c>**
 - a. Listing each complaint.
 - b. Explaining any action(s) taken
 - c. Recommending training needs
 - d. Recommending policy changes

D. TRAINING **<1.2.9 b>**

1. All police department enforcement personnel shall receive annual training on the harms of bias-based profiling and discrimination, including the review of this policy and legal aspects. All newly hired personnel must complete bias based training within 30 days of beginning work.
2. Additional diversity and sensitivity training shall be designated for officers with sustained racial profiling or other sustained discrimination complaints filed against them.

E. DISCIPLINARY PROCEDURES

1. Appropriate sanctions shall be implemented for non-compliance of this policy, up to and including dismissal.
2. Failure to report any observed or known violation of this general order by any police department employee shall result in disciplinary action. ♦