

**Lower Providence Township Police Department
Eagleville, Pennsylvania**

General Order <input checked="" type="checkbox"/> Special Order <input type="checkbox"/> Personnel Order <input type="checkbox"/>		ORDER NUMBER 113
Subject Biased Based Policing		
Date of Issue January 28, 2020	Effective Date January 28, 2020	Expiration Date Until Amended or Rescinded
Issued by: Michael Jackson, Chief of Police		
Amends	Rescinds All Previous Orders	
Standard Number: 1.8.3		
Distribution 1. General Order Manuals 2. Records Manual 3. Reading Verification to all Personnel		

I PURPOSE

The purpose of this order is to reaffirm the Lower Providence Police Department's commitment to unbiased policing in all its encounters between police officers and citizens, and to reinforce procedures that serve to maintain public confidence and trust through the provision of service in a fair and equitable fashion.

II POLICY

- A. Biased-based policing in all forms is prohibited. Officers must be able to articulate specific facts, circumstances and conclusions that support probable cause or reasonable suspicion for any search or seizure, including but not limited to traffic stops.
- B. It is the policy of the Lower Providence Police Department that all searches and seizures will be based on the standard of reasonable suspicion or probable cause as required by the Fourth Amendment of the U.S. Constitution and other statutory authority

Fourth Amendment of the U.S. Constitution: The right of the people to be secure in their persons, houses, papers, and effects, against unreasonable searches and seizures, shall not be violated, and no Warrants shall issue, but upon probable cause, supported by the Oath or affirmation, and particularly describing the place to be searched, and the persons or things to be seized.

- C. Officers may take into account the reported race, ethnicity or national origin of a specific suspect or suspects in the same way they would use specific information regarding height, weight, hair color etc. about specific suspects.

- D. Police service will be provided to all persons without regard to race, ethnic background, gender, gender identity, sexual orientation, religion, economic status, age or cultural group.

III DEFINITION: Bias-based policing is the differential treatment of individuals in the context of rendering police service based solely on a suspect classification, such as race, ethnic background, gender, gender identity, sexual orientation, religion, economic status, age or cultural background. Bias-based policing may also be defined as a police action based on an assumption or belief that any of the aforementioned classifications have a tendency to participate or engage in criminal behavior. Use of the aforementioned classifications to identify a specific suspect for questioning or apprehension shall not constitute bias-based policing.

IV PROCEDURE

.A. Individual Responsibility

1. Bias-based policing by any police department personnel is prohibited. Officers must be able to articulate specific facts, circumstances and conclusions that support probable cause or reasonable suspicion for any search and seizure.
2. Officers shall conduct searches or seizures based on the standard of reasonable suspicion or probable cause as required by the Fourth Amendment of the U.S. Constitution and statutory authority.
3. Officers may take into account the reported race, ethnicity or national origin of a specific suspect or suspects in the same way they would use specific information regarding height, weight, hair color, etc. about specific suspects.
4. During a contact, misunderstandings may occur from the officer's failure to explain why the contact was made. During most contacts, the officer should inform the detainee of the reason for contact.
5. Nothing in this section shall limit an officer's ability to interview witnesses or discourage routine conversations with citizens not suspected of an offense.
6. Department personnel will provide police service to all persons without regard to race, ethnic background, gender, gender identity, sexual orientation, religion, economic status, age or cultural group.
7. Any member of the department who observes or is aware of a violation of this procedure shall immediately report it to a supervisor.

B. Supervisory Responsibility

1. Supervisors must ensure that personnel assigned under their command are familiar with this policy and comply with its provisions.
2. The shift supervisor shall receive all citizen complaints or allegations of bias-based policing and forward such information in writing in compliance with this department's standard operating procedures covering citizen complaints.
3. Supervisors must monitor the activities of personnel under their command to ensure that bias-based policing is not practiced.

C. Complaint Process

1. Personnel shall not discourage citizens from filing complaints and must avoid any actions that could be interpreted to constitute intimidation, coercion, or threatened or actual retaliation against citizens to discourage or prevent them from filing a complaint.
2. Citizens that request to file a complaint of biased-based policing shall be referred to the shift supervisor by the employee receiving the complaint.
3. All complaints of bias-based policing shall be fully investigated pursuant to this department's standard operating procedures governing citizen complaints.

D. Training

1. Initial training regarding the bias-based policing policy issues will be integrated into the field training program for all new officers and within one month of the effective date for all current sworn officers. Thereafter, all sworn officers will receive refresher training at least once every three years.

E. Internal Review

1. The Lieutenant shall conduct an annual review of agency compliance with this policy.
The analysis shall be done by measures that include a review of all citizen complaints and concerns received and through other information available to the department. Upon completion of the review, a written report shall be submitted to the Chief of Police outlining the findings of the analysis.

F. Violations of Policy

1. Any member of the police department who has been found to violate any provision of this policy will be subject to disciplinary action in accordance with established departmental disciplinary procedures.

RESPONSIBILITY: It is the responsibility of all supervisory personnel to ensure that this policy is followed by every employee of the department.

Michael Jackson

Michael Jackson
Chief of Police