


REVERE POLICE DEPARTMENT		Department Manual: Policy No. 501.2
Subject: BIAS BASED PROFILING POLICY		
MASSACHUSETTS POLICE ACCREDITATION STANDARDS REFERENCED: 1.2.9 <i>Statutory: AN ACT RELATIVE TO JUSTICE, EQUITY AND ACCOUNTABILITY IN LAW ENFORCEMENT IN THE COMMONWEALTH</i>		GENERAL ORDER 2021-10
Effective Date: 07/28/2021 Review Date: 07/28/2023	ISSUING AUTHORITY <i>David J Callahan</i> <hr/> David J. Callahan Chief of Police	

NOTE: This policy is for the internal guidance of the Revere Police Department, and is not intended and shall not be used to establish a higher standard of care in any proceeding, civil or criminal, than is provided by State law, except that it may be used for internal disciplinary purposes.

I. GENERAL CONSIDERATIONS AND GUIDLINES

The members of the Revere Police Department are 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 police and the community we protect and serve, because they strike at the basic foundation of public trust. This trust is essential to effective community based policing. Bias based profiling **is illegal** and is an ineffective method of law enforcement. Bias-based profiling results in increased safety risks to officers and citizens and the misuse of valuable police resources. Additionally, such improper methods violate the civil rights of members of the public and may lead to increased exposure to liability. This Department does not endorse, train, teach, support or condone any type of stereotyping or bias-based profiling by our members. While recognizing that most members perform their duties in a professional, ethical and impartial manner, this Department is committed to identifying and eliminating any instances of bias based profiling. **1.2.9a**

II. DEFINITIONS

- A. **Bias-Based Profiling:** Any pattern or practice, including but not limited to stopping, detaining, frisking, and searching by police officers, that is based upon a generalized belief that a person of a particular race, ethnicity, or national origin is more likely to commit certain types of crimes.
-

- B. **Suspect Specific Incident:** An incident in which an officer is lawfully attempting to detain, apprehend, or otherwise be on the lookout for one or more specific suspects who have been identified or particularly described in part by national or ethnic origin, gender or race.
- C. **Bias-Free Policing:** Policing decisions made by and conduct of law enforcement officers that:
1. are based on a law enforcement purpose or reason which is non-discriminatory, or which justifies different treatment; or
 2. consider a person's race, ethnicity, sex, gender identity, sexual orientation, religion, mental or physical disability, immigration status or socioeconomic or professional level because such factors are an element of a crime.

III. POLICY

The following is the policy of the Revere Police Department:

- A. All bias-based profiling is **prohibited**. Except in "**suspect specific incidents**," police officers and employees are **prohibited** from considering the race, ethnicity, sex, gender identity, sexual orientation, religion, mental or physical disability, immigration status, socioeconomic or professional level, age, occupation or any other arbitrary characteristic of members of the public when deciding to detain a person during a traffic stop, field contact, or asset seizure and forfeiture efforts; or in deciding upon the scope or substance of any law enforcement action. **1.2.9 a**
- B. This Department promotes, endorses and supports **Bias-free Policing**

IV. PROCEDURES

A. Prevention of Bias-Based Profiling: Training 1.2.9 b

To prevent bias-based profiling, this department shall:

1. Utilize the Massachusetts Police Training Committee Basic Academy, or Department sponsored in-service training programs to help ensure that employees receive training on the legal aspects of bias based profiling practices and the standards established by this policy. **1.2.9 b**
 2. Ensure that this policy is disseminated to all employees, sworn and non-sworn employees;
 3. Supervisory personnel will monitor employee conduct to ensure that the standards of this policy are being carried out under their supervision;
 4. Conduct a documented review by the Internal Affairs Supervisor or Chief's designee, when and where appropriate, to revise procedures that involve the stop, detention, apprehension or search and seizure of individuals or their property to ensure that such procedures are in compliance with the provisions of the law and this policy;
 5. Conduct a Documented Annual Administrative Review by the Training Division of all performance recognition and evaluation systems, training curricula, policies, citizen complaints or concerns and customs of the department to determine if any practice encourages conduct that may support or lead to bias based profiling. This documented review shall be sent to the accreditation manager. **1.2.9 d**
-

B. Identification of Bias Based Profiling:

To identify instances of bias based profiling, this department shall:

1. Utilize appropriate citizen complaint procedures to document and investigate allegations of bias based profiling filed directly with the agency or referred through the Executive Office of Public Safety's statewide toll free complaint number.
2. 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 this department.

C. Enforcement of Bias Based Profiling Policy 1.2.9 c

To enforce the provisions of this policy, this department shall:

1. Take appropriate action to address documented incidents of bias based profiling;
 2. Utilize a system of intervention to enable or encourage an employee to undertake a voluntary modification of his / her conduct or performance; and
 3. Take appropriate measures to correct any institutional practice or policy that has led to the use of bias based profiling. **1.2.9c**
-