



Professional Reference Directory

Chapter: 8 Arrests and Searches

Section: 8.18

Title: Fair and Impartial Policing

Date: June 3, 2014

Purpose: Is to provide guidance for all officers and supervisors for the avoidance of racial profiling in police actions and to address situations when a citizen subject to police actions complains that the actions were based on prohibited profiling practices.

DEFINITIONS

Biased Based Policing- These practices are defined as the detention, interdiction or other disparate treatment of an individual 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.

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 described in part by national or ethnic origin, gender or race.

POLICY

It is the policy of the West Hartford Police Department to prohibit biased based profiling practices of any type. These practices are defined as the detention, interdiction or other disparate treatment of an individual based solely on the race, ethnicity/ancestry, age, gender, sexual orientation, religion, economic status, age, national or cultural group, membership in a protected class or any other identifiable group. Any such action would constitute a violation of the civil rights of the person.

It is the policy of this department to:

- Provide all people fair and impartial police services consistent with constitutional and statutory mandates;
- Respect the diversity and the cultural differences of all people;
- Take positive steps to identify, prevent, and eliminate any instances of bias based policing by our members; and
- Continue lawful and nondiscriminatory traffic enforcement that promotes public safety and strengthens public trust, confidence, and awareness.
- Except in "suspect specific incidents," officers are prohibited from utilizing biased based policing in deciding to detain a person during a field contact; motor vehicle stop; or as a factor in deciding upon the scope or substance of any law enforcement action.

PROCEDURES

- A. Prevention of Profiling: To prevent bias based profiling, the West Hartford Police Department shall:
 1. Utilize the Connecticut Police Officer Standards and Training Council or other certified training programs to help ensure the appropriate employees receive training on bias based profiling practices and the standards established by this policy.

2. Ensure that this policy is disseminated to all officers, dispatchers and communications employees;

B: Supervisor Duties

1. An on-duty supervisor shall immediately be advised that an individual is making a complaint alleging improper profiling.
2. The officer or a supervisor shall provide the complainant with an explanation of Citizen Complaint procedure if the matter is not resolved.
3. Complaints of improper police conduct or profiling shall be investigated pursuant to normal citizen complaint procedures.

REPORTING

Officers will complete the traffic stops form in the LEAS mobile computer system immediately following every traffic stop.

Every month this law enforcement agency will compile the above information and submit to OPM.

Officers shall complete an incident report whenever:

- There is a search of the vehicle or occupants,
- Any occupant is handcuffed or taken into custody,
- There is a use of force by any officer,
- The driver or any occupant is upset about the stop,
- The individual alleges that the stop was made because of racial profiling,
- Circumstances of the stop may lead to a citizen complaint

CITIZEN NOTIFICATION PRACTICE

Officers, upon completion of a Motor Vehicle Stop, will give citizens a copy of the State Anti-Profiles Notice, which reads:

For instructions on filing a complaint if you believe you have been stopped, detained or subject to a search solely on the basis of your race, ethnicity/ancestry, age, gender, sexual orientation, religion, or membership in a protected class, or to file a commendation, please contact the police agency of the officer who stopped you, or the Commission on Human Rights and Opportunities at 860-541-3400, or visit: www.ct.gov/opm/cjppd/racialprofiling or www.ct.gov/chro.

Allegations of Biased Based Policing

All allegations of biased law enforcement practices shall be investigated by the department in a consistent manner.

If a citizen makes a complaint of biased based policing, the complaint will be documented utilizing our Department's Citizen Complaint form.

A copy of each complaint received by the law enforcement agency and a written notification of the review and disposition of such complaint shall be provided to the Chief State's Attorney and the Office of Policy and Management Criminal Justice Division. No copy of such complaint shall include any other identifying information about the complainant such as the complainant's operator's license number, name or address.

Departmental Review

Management of this law enforcement agency shall review information produced by the Office of Policy and Management and any complaints filed.

Officers found to have engaged in biased law enforcement practices shall receive counseling, remediation, corrective training, timely assistance and/or discipline, in a timely manner.

(Also, reference PRD 15.3 Citizen Complaints & 10.45 Traffic Stops)
based on prohibited profiling practices.
