

**402 RACIAL/BIAS-BASED PROFILING****402.1 PURPOSE AND SCOPE**

The policy provides guidance to department members and establishes appropriate controls to ensure that employees of the Columbia Police Department do not engage in racial/bias-based profiling or violate any related laws while serving the community.

**402.2 POLICY**

The Columbia Police Department is committed to providing law enforcement services to the community with due regard to the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly and without discrimination toward any individual or group.

**402.3 RACIAL/BIAS-BASED PROFILING PROHIBITED**

Racial/bias-based profiling is strictly prohibited. However nothing in this policy is intended to prohibit an officer from considering factors such as race or ethnicity in combination with other legitimate factors to establish reasonable suspicion or probable cause (e.g., suspect description is limited to a specific race or group).

**402.4 MEMBER RESPONSIBILITY**

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any known instances of racial/bias-based policing to a supervisor.

**402.4.1 REASON FOR DETENTION**

Officers detaining a person shall be prepared to articulate sufficient reasonable suspicion to justify the detention independent of the individual's membership in a protected class.

To the extent that written documentation would otherwise be completed (e.g., arrest report, Field Interview, the involved officer should include those facts giving rise to the officer's reasonable suspicion or probable cause for the detention as applicable.

Nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

**402.4.2 BUSINESS CARDS**

Officers shall provide a business card upon request. The business card shall contain identifying information including, but not limited to, the officer's name, division, and badge or other identification number and a telephone number.

## **402.4.3 REPORTING TRAFFIC STOPS**

Each time an officer makes a traffic stop, the officer shall report information that includes (§ 590.650, RSMo):

1. The age, gender and race or minority group of the individual stopped.
2. The reason for the stop.
3. The location of the stop.
4. Whether a search was conducted.
5. If a search was conducted, whether the individual consented to the search, the probable cause for the search, whether the person or his/her property was searched and the duration of the search.
6. Whether any contraband was discovered and if so, the type of contraband discovered.
7. Whether a warning or citation were issued as a result of the stop and if so, the violation charged or warning given.
8. Whether an arrest was made as a result of the stop or the search. If an arrest was made, the crime charged.

## **402.5 SUPERVISOR RESPONSIBILITY**

Supervisors shall monitor those individuals in their command for any behavior exhibited that may conflict with the purpose of this policy and shall handle any alleged or observed violation of this policy.

1. Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
2. Supervisors should periodically review MAV recordings, MDT data and any other available resource used to document contact between officers and the public to ensure compliance with this policy. Supervisors should document these periodic reviews. Recordings that capture a potential instance of racial or bias-based profiling should be appropriately retained for administrative investigation purposes.
3. Supervisors should ensure that no retaliatory action is taken against any member of this department who discloses information concerning racial/bias-based profiling.

## **402.6 ADMINISTRATION**

Each year, a review of the submitted state report shall be conducted to prevent racial or bias-based profiling. It should be reviewed to identify any changes in training or operations that should be made to improve service.

Supervisors shall review the report submitted under (§ 590.650, RSMo) and discuss the results with those individuals they are assigned to supervise.