



# City of Manassas Police Department General Duty Manual



Effective Date: 04-15-2003	<b>GENERAL ORDER</b>	Number: 06-32
Subject: <b>Bias Based Policing</b>		
<input type="checkbox"/> New <input type="checkbox"/> Amends <input type="checkbox"/> Rescinds <input checked="" type="checkbox"/> Reviewed: 06-03-2019		Reevaluation: <input type="checkbox"/> 1 yr. <input type="checkbox"/> 18 months <input checked="" type="checkbox"/> N/A
Accreditation Standards: 1.2.9/ 33.1.5/	By Authority Of:  Douglas W. Keen, Chief of Police	Total Pages: 2

## PURPOSE:

This policy is intended to affirm this Department's commitment to the prohibition of bias based policing in accordance with our sworn duty to protect the constitutional and civil rights of all persons.

## POLICY:

Officers must be able to articulate specific facts and circumstances that support the standards of reasonable suspicion and/or probable cause to justify police actions. Traffic stops, investigative detentions, arrests, nonconsensual and consensual searches and property seizures will be conducted in accordance with the tenets set forth in the Constitution of the United States. Race, ethnicity, national origin, economic status, age, gender, sexual orientation or religion can never be used as the sole justification for police actions.

**DEFINITIONS:** For purposes of this directive the following definitions apply:

**BIAS PROFILING** – The selection of an individual for police action based solely on a specific trait or traits including but not limited to race, ethnicity, national origin, cultural group, gender, sexual orientation, religion, age, or economic status.

**REASONABLE SUSPICION** – A belief based on objective facts that leads a trained officer to reasonably suspect that a crime has been or is about to be committed. A reasonable suspicion must be based on the totality of the circumstances, including the officer's knowledge, training and experience. A reasonable suspicion does not exist unless the officer can articulate the objective factual basis for his belief.

## PROCEDURE:

- I. Traffic Stops, Investigative Detentions, Arrests, Nonconsensual Searches, and Asset Seizure
  - A. Absent specific information related to individual characteristics (such as race, ethnicity, national origin, cultural origin, cultural group, gender, sexual orientation, religion, age, or economic status) officers are prohibited from using any of these traits as the sole justification for an investigative detention, traffic stop, arrest, nonconsensual or consensual search or asset seizure. Reasonable suspicion and/or probable cause are the requirements for any of the above police actions.
  - B. Officers should take into account the reported characteristics of an individual based on credible or reliable information that links a person to a particular criminal incident or series of crimes.

## SUPERVISORY RESPONSIBILITIES

- I. Supervisors are responsible for the continuous monitoring and review of the police actions taken by subordinates to ensure that this directive is being followed and that no officer is permitted to engage in bias profiling or other discriminatory practices.
  - A. Supervisors will take immediate action when concerns arise regarding bias based policing. These concerns may include any inappropriate or illegal discriminatory treatment from a favorable or unfavorable bias. This may include a range of actions including but not limited to counseling, disciplinary action, remedial training and referral to command authority requesting further investigation.

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- B. Supervisors receiving complaints of bias based policing should refer to General Order 1-9 for appropriate handling and referral of the complaint.

**TRAINING**

- I. The Training Officer will ensure that training of sworn personnel in matters related to bias based policing is conducted. This may include topics such as appropriate practices and procedures, supervisory issues, cultural diversity, communications skills and related legal mandates.

**ADMINISTRATIVE REVIEW**

- I. The Officer of Professional Standards will conduct an annual administrative review of department practices to ensure that bias policing is not occurring and/or to identify and analyze cases where it may have occurred. Sources for this review will include citizen complaints, the results of the Department's Quarterly Citizen Surveys, referrals from Department personnel and any other communications received by the agency related to this topic. Following this review, the Office of Professional Standards shall submit a memorandum to the Chief of Police detailing the results of the review.

Attachments: N/A

Index as: Bias Based Policing

References: N/A