
	<b>SPRINGFIELD POLICE DEPARTMENT</b> <b>POLICY MANUAL</b>	<b>POLICY</b> <b>#41.5.2</b>
EFFECTIVE DATE 5/15/23	 Andrew Shearer, Chief of Police	ACCREDITATION REFERENCE 1.2.5

## Bias Based Policing

### 41.5.2.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Springfield Police Department's commitment to policing that is fair and objective (ORS 131.920).

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

See the Professional Standards Policy regarding acceptance of complaints alleging profiling and investigation of such complaints.

### 41.5.2.2 DEFINITIONS

Definitions related to this policy include:

*Bias-based policing* - An inappropriate reliance on characteristics such as race, ethnicity, color, national origin, language, religion, sex, sexual orientation, gender identity or expression, economic status, homelessness, age, cultural group, disability, political affiliation or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement. This includes profiling as defined by ORS 131.915.

### 41.5.2.3 POLICY

The Springfield Police Department is committed to providing law enforcement services to the community with due regard for 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, objectively and without discrimination toward any individual or group.

### 41.5.2.4 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited. However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

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### **41.5.2.5 MEMBER RESPONSIBILITIES**

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

### **41.5.2.6 REPORTING TRAFFIC AND PEDESTRIAN STOPS**

Each time an officer makes an officer-initiated traffic or pedestrian stop, the officer shall record the required stop data in the method and manner prescribed by the Oregon Criminal Justice Commission (OCJC) ORS 131.935, including:

- (a) The reason for the stop or other contact.
- (b) The officer's perception of the race, color or national origin of the individual involved in the contact.
- (c) The officer's perception of the individual's gender.
- (d) The officer's perception of the individual's age.
- (e) Whether a search was conducted in connection with the contact and, if so, what resulted from the search.
- (f) The disposition of the enforcement action, if any, resulting from the contact.
- (g) Additional data as recommended by the Law Enforcement Contacts Policy and Data Review Committee (LECC).

### **41.5.2.7 SUPERVISOR RESPONSIBILITIES**

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Professional Standards Policy.

- (a) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (b) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

### **41.5.2.8 STATE REPORTING TO LAW ENFORCEMENT CONTACTS POLICY AND DATA REVIEW COMMITTEE**

The Professional Standards Office shall annually provide Law Enforcement Contacts Policy and Data Review Committee (LECC) the following (ORS 131.925):

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- (a) Copies of profiling complaints received by the Department.
- (b) A summary of each profiling complaint received by the Department and the final disposition of the profiling complaint on the appropriate Department of State Police (DSP) form.
- (c) This form is to be submitted even if no profiling complaints were received by the Department.
- (d) The report shall be submitted no later than January 31.

Summaries of complaints and copies of complaints provided to LECC may not include personal information concerning the complainant or an officer except as to any personal information on the DSP form (ORS 131.925).

The Professional Standards Office should provide LECC, upon request, data regarding stops or contacts as identified in ORS 131.906(5). Data provided may not identify an officer or an individual whose demographic data is collected (ORS 131.906).

In accordance with ORS 131.925, complaints received from the Law Enforcement Contacts Policy and Data Review Committee, related to profiling or bias based policing will be handled in accordance with the complaint process outlined in the Professional Standards policy. The Professional standards supervisor is the designated coordinator for receiving and assigning complaints that are forwarded from the Law Enforcement Contacts Policy and Data Review Committee to SPD.

### **41.5.2.9 STATE REPORTING TO OREGON CRIMINAL JUSTICE COMMISSION**

The Professional Standards Office shall ensure traffic and pedestrian stop data is provided annually to the Oregon Criminal Justice Commission as prescribed by ORS 131.935.

Data may not include information that reveals the identity of any stopped individual or of any officer (ORS 131.935).

### **41.5.2.10 TRAINING**

Training on fair and objective policing and review of this policy shall be conducted annually as directed by the Training Sergeant.

### **41.5.2.11 DEPARTMENT OF PUBLIC SAFETY STANDARDS AND TRAINING**

The Training Sergeant should ensure that officers receive training implemented by the Department of Public Safety Standards and Training regarding procedures to facilitate the collection of officer-initiated traffic and pedestrian stop data (ORS 131.935).