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PLANNING AND DEPLOYMENT

BOARD OF POLICE COMMISSIONERS

TRANSMITTAL OF WRITTEN DIRECTIVE

FOR SIGNATURE OF: James E. Craig, Chief of Police

TYPE OF DIRECTIVE: Manual Directive 102.9

SUBJECT: THE LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUEER (LGBTQ) COMMUNITY

ORIGINATED OR REQUESTED BY: Planning and Deployment

APPROVALS OR COMMENTS:

The above referenced manual directive was reviewed by Chief's Neighborhood Liaison. Revisions are marked in strikethroughs, bold, and italics.

The recommended changes reflected in this policy are as follows:

1. "Officer" was changed to "member" throughout the directive to eliminate any possible misunderstandings of rank.
2. Verbiage and grammatical changes were made to provide a clear read for all members of this Department.
3. Queer "Q" was added as part of the LGBTQ Community.
4. 102.9 – 3.2 – Bisexual – This definition was updated to the most recent definition.
5. 102.9 – 3.7 – Sexual Orientation – This definition was updated to the most recent definition.
6. 102.9 – Queer – This definition was added as part of the LGBTQ Community.
7. 102.9 – 4.3 – Commanding Officers and Members of Precincts (1) – Notifications changed from the Office of the Chief of Police to the Chief's Neighborhood Liaison for crimes against the LGBTQ Community.
8. 102.9 – 4.4 – Gender Classification of LGBTQ Individuals – Verbiage was added to specify identification requirements.
9. 102.9 – 4.6 – Members Responding to Bias or Hate Crimes against the LGBTQ Community (1) – Notification changed from the Office of the Chief of Police to the Chief's Neighborhood Liaison.
10. 102.9 – 4.7 – Special Events and Significant Incidents – Statistical and reporting data changed from the Office of the Chief of Police to the Detective Bureau.
11. 102.9 – 4.8 – Community Seminars and Employee Training (1) – Responsibility shift from the Office of the Chief of Police to the Detective Bureau.

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1301 Third Avenue, 7th Floor, Detroit MI 48226

PLANNING AND DEPLOYMENT

TRANSMITTAL OF WRITTEN DIRECTIVE

12.102.9 - 4.8 - Community Seminars and Employee Training (2&4) -
Responsibility shift from the Office of the Chief of Police to the Chief's
Neighborhood Liaison.

A P P R O V E D
AUG 13 2018
ASSISTANT CHIEF
OFFICE OF THE CHIEF
ADMINISTRATIVE OPERATIONS

A P P R O V E D
SEP 18 2018
SECOND DEPUTY CHIEF
POLICE LEGAL ADVISOR

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1301 Third Avenue, 7th Floor, Detroit MI 48226**



Series 100 Administration	Effective Date	Review Date <i>Three Years</i>	Directive Number 102.9
Chapter 102 - Standard of Conduct			
Reviewing Office <i>Chief's Neighborhood Liaison</i>			<input type="checkbox"/> New Directive <input checked="" type="checkbox"/> Revised <small>Revisions in <i>italics</i></small>
References			

THE LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUEER (LGBTQ) COMMUNITY

102.9 - 1 PURPOSE

The purpose of this directive is to establish guidelines and procedures for the Detroit Police Department (DPD) and Department members' interaction with lesbian, gay, bisexual, transgender, and queer individuals, commonly referred to as the LGBTQ Community, and members of the DPD.

102.9 - 2 POLICY

1. The DPD is committed to establishing, providing, and maintaining a direct channel of communication to address and resolve matters pertaining to the LGBTQ Community and to LGBTQ members. The Employee Assistance Program (EAP) Coordinator shall provide an internal source of support to employees on LGBTQ matters.
2. The Office of the Chief of Police shall promote cooperation between the DPD and the community, while taking a leading role in building a vital link between the police and the LGBTQ Community. To make this possible, the Office of the Chief of Police shall collaborate with community leaders, residents, and businesses within the city of Detroit to design and implement public safety projects and programs.
3. *Department members* shall not exercise differential treatment of individuals in rendering police services based on a person's appearance, manner of dress, sexual orientation, gender identity, or gender expression. *Department members* shall not base reasonable suspicion for an investigative detention, probable cause for an arrest, or any other police action based on a person's appearance, manner of dress, sexual orientation, gender identity, or gender expression. *Department members* may take into account the reported appearance, manner of dress, sexual orientation, gender identity, or gender expression for the purpose of identifying a described individual.

102.9 - 3 Definitions

102.9 - 3.1 Bias and Hate Crime

Criminal offenses motivated in part or singularly by a personal prejudice against another because of appearance, ethnicity, immigration status, manner of dress, national origin,

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physical characteristics, race, religious beliefs, sexual orientation, gender identity, or expression.

102.9 - 3.2 Bisexual

An individual who is attracted to more than one gender.

102.9 - 3.3 Gay

Reference to people, practices, and culture associated with homosexuality, most commonly referring to homosexual men.

102.9 - 3.4 Gender Identity or Expression

A gender-related identity, appearance, expression, or behavior of an individual, regardless of the designation of gender on one's birth certificate.

102.9 - 3.5 Lesbian

A term to describe sexual behavior or physical attraction between females.

102.9 - 3.6 LGBTQ

A term used to refer collectively to those who identify as Lesbian, Gay, Bisexual, Transgender, and Queer.

102.9 - 3.7 Sexual Orientation

The type of sexual, romantic, and/or physical attraction someone feels toward others. Common labels are straight, lesbian, gay, bisexual, queer, etc.

102.9 - 3.8 Transgender

A general term applied to a variety of individuals, behaviors, and groups involving tendencies that diverge from normative gender role (woman or man), commonly but not always assigned at birth, as well as gender roles traditionally held by society.

102.9 - 3.9 Queer

The process of exploring one's own gender identity, gender expression, and/or sexual orientation. Some people may also use this term to name their identity within the LGBTQ Community.

102.9 - 4 Responsibilities**102.9 - 4.1 Office of the Chief of Police**

The Office of the Chief of Police is responsible for the following actions in relation to the LGBTQ Community:

- a. Monitor the implementation of this directive;
- b. Monitor significant incidents and events pertaining to the LGBTQ Community;
- c. Ensure that the DPD is responsive to the LGBTQ Community;

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- d. Keep commanding officers informed of LGBTQ significant events and incidents occurring in the executive's area of responsibility;
- e. Request crime data from Crime *Intelligence* regarding incidents identified as bias and hate crimes against any person of the LGBTQ Community; and
- f. Ensure a productive working relationship between *Department* members and the LGBTQ Community within the scope of their law enforcement duties.

102.9 - 4.2 Records

It shall be the responsibility of Records to provide the Office of the Chief of Police with copies of all bias and hate crime reports and incidents against any person of the LGBTQ Community.

102.9 - 4.3 Commanding Officers and Members of Precincts

1. It shall be the responsibility of commanding officers to actively ensure that all incidents of bias and hate crime against any person of the LGBTQ Community are reported to the *Department's LGBTQ Liaison of the Chief's Neighborhood Liaison Office at (313) 596-1023* within twenty-four (24) hours of the incident.
2. All members are responsible for ensuring that members of the LGBTQ Community (*including Department members of the LGBTQ Community*) are treated with professionalism and respect, while actively working to identify crimes affecting the LGBTQ Community's quality of life.

102.9 - 4.4 Gender Classification of LGBTQ Individuals

An arrestee's gender shall be classified as it appears on the individual's government issued identification card. Arrestees who are post-operative gender re-assigned *and have not received their government issued identification card displaying their new identity may present other proper documentation (application for new identification card, medical documentation, etc.) along with a valid photo identification. Post-operative gender reassigned arrestee's with proper identification shall be processed as follows:*

- a. Male to female shall be processed as a female; and
- b. Female to male shall be processed as a male.

102.9 - 4.5 Courtesy

1. Members will respectfully treat LGBTQ individuals in a manner appropriate to the individual's gender expression. If members are uncertain by which gender the individual wishes to be addressed, members will respectfully ask the individual for clarification.
2. Members will not use language that a reasonable person would consider demeaning or derogatory, in particular, language aimed at a person's actual or perceived gender identity, expression, or attractional orientation. Additionally,

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members will not disclose an individual's gender identity or attractional orientation to other arrestees, members of the public, or non-Department members, absent a proper law enforcement purpose.

102.9 - 4.6 Members Responding to Bias or Hate Crimes against the LGBTQ Community

1. Sworn members responding to a suspected bias or hate crime scene against any person of the LGBTQ Community shall notify the *Department's LGBTQ Liaison of the Chief's Neighborhood Liaison Officer* during business hours, Monday through Friday, 8:00 a.m. – 4:00 p.m. at (313) 596-1023. After hours, on holidays, or weekends, members shall make notification of the incident to Communications Operations. In these instances, the *Department's LGBTQ Liaison* shall follow-up with the responding *member* on the scene, by telephone or in person.
2. The responding *member* shall prepare and submit an incident report detailing the incident, which shall include any arrests.

102.9 - 4.7 Special Events and Significant Incidents

The Office of the Chief of Police shall make arrangements to attend LGBTQ-related events. The *Department's Detective Bureau* shall monitor statistical and reporting data regarding bias, as well as hate crimes against the LGBTQ Community.

102.9 - 4.8 Community Seminars and Employee Training

1. The *Detective Bureau* shall identify, through crime data and patrol efforts, areas where bias and hate crimes against the LGBTQ Community have occurred and inform the LGBTQ Community through awareness seminars.
2. The *Chief's Neighborhood Liaison* shall conduct crime prevention and business safety seminars in the city of Detroit, particularly in neighborhoods where LGBTQ businesses and residents are concentrated. An agenda of these seminars shall be submitted to the Chief of Police for approval prior to the event.
3. The Office of the Chief of Police shall host meetings to allow business owners, residents, and community activists to meet with executives from their neighborhood precincts.
4. The *Chief's Neighborhood Liaison* shall provide training and educational material to all sworn members to educate them about working with the LGBTQ Community. This training shall be provided on an annual basis. The training material shall emphasize identifying elements of bias and hate crimes, and the prevention of these crimes through information attained during field contacts, traffic stops, interviews, search and seizures.

102.9 The Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Community**102.9 - 4.9 Interaction with the Media**

The Office of the Chief of Police shall participate in requested media-sponsored forums. These forums may include, but are not limited to, radio talk shows, television interviews, print media interviews, town meetings, press conferences and briefings. The Office of the Chief of Police shall notify *Media Relations* of any information that needs to be disseminated regarding crime prevention initiatives and proactive police activities related to the LGBTQ Community.

102.9 - 5 Documentation and Report Requirements**102.9 - 5.1 Bias and Hate Crimes against the LGBTQ Community**

The *Chief's Neighborhood Liaison* shall keep a record of all bias and hate crimes against the LGBTQ Community brought to its attention. Upon completion, the affected commands will receive a copy of the report.