



Series 100 Administration	Effective Date 10/23/2021	Review Date Three Years	Directive Number 102.2
Chapter 102 – Standards of Conduct			
Reviewing Office <i>Office of the Chief of Police</i>			<input type="checkbox"/> New Directive <input checked="" type="checkbox"/> Revised Revisions in <i>italics</i>
References			

BIAS-BASED POLICING

102.2 - 1 PURPOSE

The purpose of this directive is to unequivocally state that racial and ethnic profiling in law enforcement is totally unacceptable. This directive reaffirms the Detroit Police Department's commitment to unbiased policing in all its encounters between Department members and citizens, and reinforces procedures that serve to maintain public confidence and trust through the delivery of services in a fair and equitable fashion.

102.2 - 2 POLICY

The Detroit Police Department is committed to protecting the constitutional and civil rights of all citizens. Allegations of bias-based profiling or discriminatory practices, real or perceived, are detrimental to the relationship between the police and the communities the Detroit Police Department protects and serves, because they strike at the foundation of public trust. This trust is essential to effective community-based policing. Bias-based policing is an illegal and ineffective method of law enforcement. Bias-based policing results in increased safety risks to Department members and citizens and the misuse of valuable police resources. While recognizing that the majority of Detroit Police Department members perform their duties in a professional, ethical, and impartial manner, this Department is committed to identifying and eliminating any instances of bias-based policing.

102.2 - 3 Definition

102.2 - 3.1 Bias-Based Policing

The differential treatment of individuals in the context of rendering police service based on a suspect's classification or the member's perception of any such classification, such as appearance, race, ethnic background, gender or *gender-related identity*, sexual orientation, religion, economic status, age, cultural background, *immigration status*, *national origin*, or English language proficiency. Bias-based policing may also be defined as any police-initiated action that relies on any characteristic other than the behavior, conduct, unlawful act or omission of that individual, or information that leads the police to a particular individual.

102.2 Bias-Based Policing**102.2 - 3.2 English Language Proficiency**

The ability of someone to speak, read, write or understand the English language at a level that allows such person to interact effectively.

102.2 - 3.3 Gender Identity or Expression

An actual or perceived gender-related identity, appearance, expression, or behavior of an individual, regardless of the designation of gender on one's birth certificate, driver's license, or state or municipal identification.

102.2 - 4 Procedure**102.2 - 4.1 Member Responsibility**

1. All investigative detentions, traffic stops, arrests, searches, and seizures of property by Department members will be based upon a standard of reasonable suspicion or probable cause as required by the Fourth Amendment of the United States (U.S.) Constitution and statutory authority. Members must be able to articulate specific facts, circumstances, and conclusions, which support reasonable suspicion or probable cause for an arrest, traffic stop, or investigative detention.
2. Members must be able to articulate specific facts, circumstances, and conclusions that support reasonable suspicion or probable cause for any search or seizure, including but not limited to, traffic stops. All searches and seizures must be based on the standard of reasonable suspicion (investigatory detentions) or probable cause (searches) as required by the Fourth Amendment of the U. S. Constitution and statutory authority.
3. Members may consider the reported race, ethnicity, or national origin of a specific suspect or suspects in the same way they would use specific information regarding height, weight, hair color, etc., about specific suspects.
4. Police service will be provided to all persons without regard to race, ethnic background, gender, gender identity, sexual orientation, religion, economic status, age, English language proficiency, or cultural group.
5. During citizen contact, misunderstandings may occur from the member's failure to explain why contact was made. The member should inform individuals of their reason for contact.
6. Nothing in this section shall limit a member's ability to interview witnesses or discourage routine conversations with citizens not suspected of an offense.
7. Any member who has a reasonable opportunity must act to prevent or stop any member from violating this procedure and report it to their supervisor (refer to 102.11 Duty to Intervene).

102.2 - 4.2 Supervisory Responsibility

1. Supervisors should ensure that members assigned under their command are familiar with this policy and comply with its provisions.
2. Supervisors should monitor the activities of members under their command to ensure that bias-based policing is not practiced.

102.2 Bias-Based Policing**102.2 - 4.3 Complaint Process**

Supervisors that receive a citizen complaint or allegation of bias-based policing on the part of members under their command, or any other member of this Department, shall forward such information in writing in accordance with this Department's directives regarding citizen complaints and internal investigations.

102.2 - 4.4 Training

All Department members receive initial cultural diversity and awareness training at the basic recruit-training academy. Additionally, training regarding interaction with citizens, policy, ethics, legal requirements, and related topics shall be integrated into the basic recruit-training program for all new members and as part of in-service training programs.

102.2 - 4.5 Compliance Reporting

Planning, Research, and Deployment shall conduct a quarterly audit of self-initiated traffic stops to determine if there are any racial disparities. Any potential racial disparity shall be determined by comparing the demographics of the community living in the precinct with the demographics of the individuals being stopped. A copy of this report shall be forwarded to each relevant Precinct Commander, Deputy Chief, and Assistant Chief. The Board of Police Commissioners shall receive an annual report of the bias-based policing audit.