

4.10 BIAS FREE POLICING



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POLICY & PROCEDURE NO. 4.10	SECTION ADMINISTRATION	PAGES: 3
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Chief Nathan C. Hagglund		REVISION DATE:

I. GENERAL CONSIDERATIONS AND GUIDELINES

Enforcement decisions based primarily on race, gender or ethnicity are illegal and ineffective. Bias based policing creates an increased safety risk to police department employees and citizens and is a misuse of valuable police resources. Allegations of bias based profiling or discriminatory practices, real or perceived, are detrimental to the relationship between the West Brookfield Police Department and the community it protects and serves, because they strike at the foundation of public trust. This trust is essential to effective policing.

II. POLICY

The West Brookfield Police Department prohibits bias based profiling, including racial and gender profiling. The department will provide all people fair and impartial police services consistent with constitutional and statutory mandates, assuring the highest standard of integrity and ethics among all our members, while respecting the diversity and the cultural differences of all people. **[41.4.0(1)]**

Except in suspect specific incidents, police employees are prohibited from considering the race, gender, gender identification, sexual orientation, religion, economic status, cultural group or ethnic origin when deciding to take police

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action and in deciding the scope or substance of action to be taken. The department will take positive steps to identify, prevent, and eliminate any instances of bias-based profiling by our members. **[41.4.0(3)]**

III. DEFINITIONS

IV. PROCEDURES

TRAINING [41.4.0(2-A,B,C)]

All enforcement personnel shall receive initial and annual training in bias free policing. Such training shall include:

1. The dissemination of this policy to all employees;
2. Instruction in legal aspects of bias base policing; and
3. Training of supervisory personnel to monitor police conduct to identify bias-based policing and to ensure that the standards of this policy are being carried out by employees under their supervision.

DATA COLLECTION

To identify instances of bias-based policing, this department will:

1. Utilize appropriate citizen complaint procedures to document and investigate allegations of profiling or other forms of bias-based policing filed directly with the agency or referred through the Executive Office of Public Safety and Security;
2. Utilize procedures for the proactive review of performance, complaint, and other employment information to assist supervisors in identifying and modifying potentially problematic behavior and to promote professionalism in this department; and
3. Direct employees to collect and record data in accordance with the fields provided in the Massachusetts Traffic Stop Data Collection Book.

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REVIEW

The Lieutenant or his designee will conduct an agency-wide annual review of available data and report the findings to the Chief of Police. Data will, at a minimum, include traffic incidents, field contacts, asset seizures, and forfeiture efforts, and citizen concerns. Agency practices, policies, procedures, and training. **[41.4.0(2-D,E)]**

VIOLATIONS

For well-meaning employees who appear to be engaged in unintentional acts of bias-based profiling corrective measures shall be taken to include additional training, guidance, supervision or review of enforcement activities as deemed appropriate by the Chief of Police. **[41.4.0(2-F)]**

For employees discovered to be intentionally engaged in biased based profiling or other forms of bias-based policing corrective measures shall be taken through appropriate disciplinary action. See policy on Accountability and Discipline. **[41.4.0(2-F)]**