



ACTON POLICE DEPARTMENT

DEPARTMENT MANUAL; P&P: Operations			
POLICY & PROCEDURE # 1.23	DATE OF ISSUE: 8/24/2020	EFFECTIVE DATE: 8/28/2020	
SUBJECT: BIAS FREE POLICING	ISSUING AUTHORITY: Chief Richard Burrows		
REFERENCE(S): Massachusetts Police Accreditation Commission # 41.4.0	<input type="checkbox"/> NEW	<input checked="" type="checkbox"/> AMENDS	<input type="checkbox"/> RESCINDS

I. POLICY

The Acton Police Department is committed to protecting the constitutional and civil rights of all citizens. Violations of bias-free policing or discriminatory practices, real or perceived, are detrimental to the relationship between police and the communities they protect and serve.

Violations of bias-free policing is an illegal and ineffective method of law enforcement and, as such, the Acton Police Department does not endorse, train, teach, support, or condone any type of bias-based policing by officers. It is the policy of this department, except in “suspect specific incidents,” Police Officers are prohibited from considering the race, gender, national or ethnic origin of members of the public in deciding to detain a person or stop a motor vehicle and in deciding upon the scope or substance of any law enforcement action.

Recognizing that most officers perform their duties in a professional, ethical, and impartial manner, this Department is committed to identifying and eliminating any violations of bias-free policing. Sworn and non-sworn enforcement personnel will receive initial training in bias-free policing. **[41.4.0(2A)]**

II. DEFINITIONS

Bias-Free Policing- *Chapter 253 of the Acts of 2000* includes the following definition: Policing decisions made by and conduct of law enforcement officers that shall not consider a person’s race, ethnicity, sex, gender identity, sexual orientation, religion, mental or physical disability, immigration status or socioeconomic or professional level.

Racial Profiling- includes the following definition: The differential treatment by a law enforcement officer based on actual or perceived race, color, ethnicity, national origin, immigration or citizenship status, religion, gender, gender identity, or sexual orientation in conducting a law enforcement action, whether intentional or evidenced by statistically significant data showing disparate treatment. **[41.4.0(3)]**

III. Procedure

The Acton Police Department prohibits the practice of racial profiling. To enforce bias-free policing, the Acton Police Department shall: **[41.4.0(1)]**

1. Annually, utilize the Municipal Police Training Committee and other certified training programs to provide training to all employees on bias-free policing practices. This training shall include legal aspects and the standards established by this policy. **[41.4.0(2B(2C))]**
2. Ensure that this policy is disseminated to all employees.
3. Train supervisory personnel to monitor police conduct to ensure that the standards of this policy are being carried out by employees under their supervision.
4. Review all Department performance evaluation systems, training curriculum, policies, and customs to determine if any practice encourages conduct that may support or lead to a violation of bias-free policing.

VIOLATIONS OF BIAS-FREE POLICING

1. An annual administrative review shall be conducted to identify any possible violations of bias-free policing. The scope of this review shall encompass, traffic contacts, field contact, asset seizure or forfeiture efforts, and citizen concerns/complaints. **[41.4.0(2D)]**
2. The purpose of the annual administrative review of agency practices and citizen concerns is to reveal patterns or trends that might indicate a need for training, policy modification, and/or corrective measures.

ENFORCEMENT OF BIAS-FREE POLICING POLICY

The Acton Police Department shall:

1. Take appropriate action to address documented violations of bias-free policing, including but not limited to:
 - a. Utilize a system of intervention to enable or encourage an officer to undertake a voluntary modification of his/her conduct or performance when there appears to be a violation of bias-free policing.

- b. Discipline employees appropriately who disregard modifying their performance and continue to violate bias-free policing.
- c. Take appropriate corrective measures to alter any institutional practice or policy that has led to the violation of bias-free policing. **[41.4.0(2F)]**

BIAS-FREE POLICING INFORMATION

History: **None**

Policy 1.23 Bias Free Policing