

CITY OF OCONOMOWOC POLICE DEPARTMENT
POLICIES & PROCEDURES

DATE: January 28, 2021

HISTORY: January 1, 2015

SUBJECT: Bias-Based Policing

POLICY NUMBER: 01-022

I. PURPOSE

The purpose of this policy is to define Bias-Based Policing and to clearly mandate a prohibition against its use by members of the City of Oconomowoc Police Department. This policy also defines supervisory responsibility in the investigation of alleged violations.

II. DEFINITION

- A. Bias-Based Policing: the practice of singling out or treating different any person on the basis of race, ethnicity, national origin, religion, age, gender, gender identity or sexual orientation.
- B. Bias-Based Generalizations: broad, stereotypical conclusions about a person based on race, ethnicity, national origin, religion, age, gender, gender identity or sexual orientation.
- C. Derogatory Epithets: negative, offensive or demeaning phrases and terms, which are used to describe a person's race or ethnicity national origin, religion, age, gender, gender identity or sexual orientation.

III. BACKGROUND

- A. Sworn officers have a broad range of discretion when performing their official duties. Decisions to make traffic contacts, to detain and investigate, and to take enforcement action are among the most common. It is important for this agency to be fair and impartial in law enforcement.
- B. The City of Oconomowoc Police Department adopts the values of compassion, integrity and professionalism; and the goal of emphasizing service, courtesy, ethics, diversity and cultural awareness.
- C. These values and this goal specifically contradict behavior and activities, which would negatively generalize about people on the basis of gender, race, ethnicity national origin, religion, age, gender identity or sexual orientation.

IV. GENERAL PROVISIONS

- A. All personnel shall avoid bias-based generalizations and acts, and shall
 - 1. Treat all persons contacted with dignity and respect.
 - 2. Take enforcement action based upon reasonable suspicion and probable cause.
 - 3. Refrain from using inappropriate phrases or terms.
 - 4. Report all infractions by co-workers to his/her supervisor.

V. PROCEDURE

- A. Sworn officers and police personnel decisions to stop, detain, question, further investigate, search, warn or arrest an individual will be based on investigative facts and/or the behavior of the individual that develops reasonable suspicion or probable cause.
- B. Sworn officers and police personnel shall use reasonable suspicion or probable cause in the stopping of motor vehicles and in identifying the occupants of a motor vehicle.
- C. Sworn officers and police personnel may not consider race, ethnicity, national origin, gender or age to establish reasonable suspicion or probable cause except:
 - 1. Sworn officers and police personnel may use race, ethnicity, national origin, gender or age of a potential suspect(s) based on trustworthy locally relevant information that links a person(s) to a particular unlawful activity, the same way that officers would use suspect descriptors such as height, weight, etc.
- D. Derogatory epithets shall not be used in conversation or written communications unless they are being reported or spoken by another person during the completion of an official report, or as testimony at an official hearing.

VI. EXCEPTIONS TO THIS POLICY MAY BE AUTHORIZED ONLY BY THE CHIEF OF POLICE

This policy is effective immediately
and will supersede any directives or understandings in conflict