

# Bias-Based Policing

## 401.1 PURPOSE AND SCOPE

### Best Practice

This policy provides guidance to department members that affirms the Syracuse Police Department's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach and partnerships).

### 401.1.1 DEFINITIONS

#### Best Practice

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement.

## 401.2 POLICY

### Best Practice

The Syracuse Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

## 401.3 BIAS-BASED POLICING PROHIBITED

### Best Practice MODIFIED NY\_CALEA6.13 - 1.2.9 (a)

Bias-based policing is strictly prohibited.

## 401.4 MEMBER RESPONSIBILITIES

### Best Practice

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any bias-based actions by another member.

### 401.4.1 REASON FOR CONTACT

#### Best Practice MODIFIED

Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

# Syracuse Police Department

## Policy Manual

### *Bias-Based Policing*

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Nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

To the extent that written documentation would otherwise be completed (e.g., the appropriate police report), the involved officer should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

#### 401.4.2 REQUIRED REPORTS

Best Practice MODIFIED

Members of the Department shall complete all appropriate reports as outlined in the Right to Know policy.

#### 401.5 SUPERVISOR RESPONSIBILITIES

Best Practice MODIFIED

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
  - 1. Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors should periodically review BWC recordings as per the Body Worn Camera Policy.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

#### 401.6 TRAINING

Best Practice MODIFIED NY\_CALEA6.13 - 1.2.9 (b)

All members shall receive initial and periodic training on biased-related issues, including legal aspects. Training on fair and objective policing and review of this policy should be conducted as directed by the Commanding Officer of the Training and Education Division.