



**University of Washington Police Department
POLICY MANUAL**

Chapter 4	LAW ENFORCEMENT ROLE AND AUTHORITY			Pages: 3
	Biased Policing			
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PURPOSE

To affirm the commitment to unbiased policing at the University of Washington Police Department (UWPD) and to establish procedures that serve to ensure the public that UWPD is providing professional and ethical service and enforcing laws in a fair and equitable manner. While profiling, in itself can be a useful investigative tool, biased-based policing can lead to allegations of violations of the constitutional rights of citizens and can undermine legitimate law enforcement efforts. Biased-based policing can alienate citizens and foster distrust of law enforcement by the community.

POLICY

All investigative detentions, traffic stops, arrests, searches, and seizures of property by officers will be based on a standard of reasonable suspicion or probable cause as required by the Fourth Amendment of the U.S. Constitution and Article I, Section 7 of the Washington State Constitution. Officers must be able to articulate specific facts, circumstances, and/or conclusions that support reasonable suspicion or probable cause for conducting investigative detentions, traffic stops, arrests, searches and seizures of property. (CALEA 1.2.9a)

PROCEDURE

- A. Except as provided below, officers will not consider race, ethnicity, national origin, gender, age, economic status, cultural group, religion or sexual orientation in establishing either reasonable suspicion or probable cause.
 - 1. Officers may take into account the reported race, ethnicity, national origin or gender of a specific suspect or suspects, based on credible or reliable information that links specific suspected unlawful activity to a particular individual or group of associated individuals of a particular race, ethnicity, nationality, or gender in the same way they would use specific information regarding age, height, or weight, about specific suspects.
 - a. A person shall not be singled out or treated differently as a consequence of race, ethnicity, national origin, gender, age, economic status, cultural group, religion or sexual orientation.

2. In an effort to prevent perceptions of biased law enforcement, officers will utilize the following strategies when conducting investigative detentions, traffic stops, arrests, searches and seizures of property:
 - a. Be courteous, polite, and professional.
 - b. Provide an introduction and explain to the person the reason for the stop as soon as practical, unless providing this information would compromise the investigation or the safety of officers or other persons.
 - c. Ensure that the length of the detention is no longer than necessary to take appropriate action for the known or suspected offense.
 - d. Answer any questions the citizen may have, including explaining options for the disposition of the traffic citation, if relevant.
 - e. Provide name and badge number when requested, in writing or on a business card.

B. Administration

1. Initial training will be provided to all newly hired affected Department personnel and annual training to all affected Department personnel on topics that can be associated with the practice of biased-based policing as the need is identified. Relevant topics can include, but are not limited to: *(CALEA 1.2.9b)*
 - a. Ethics.
 - b. Field contacts.
 - c. Traffic stops.
 - d. Search issues
 - e. Asset seizure and forfeitures.
 - f. Interview techniques.
 - g. Cultural diversity.
 - h. Discrimination.
 - i. Legal issues that surround these topics.
2. Suspected violations of this policy will be investigated through the Office of Professional Accountability and Community Compliance (OPACC) and will result in disciplinary action consistent with the Department's progressive discipline policy.
3. Supervisors will ensure all personnel under their command are familiar with the content of this policy and that they comply. All personnel will report any incident of biased-based policing to their supervisor, who will forward the incident to the Deputy Chief of the OPACC.
4. In the first quarter of each year, a documented annual review of Department practices will be conducted by the Deputy Chief of the OPACC to determine if there is any disparate impact to any of the identified community groups or members as stated in this standard. Resources for conducting the review are use of force forms, internal investigations/inquiries, citations, FIRS, and other police Department documents that may indicate a biased-based policing practice has occurred. Citizen concerns will be

considered when conducting the analysis as well as any corrective measures taken.
(*CALEA 1.2.9c*) (*WASPC 4.3*)

5. The Chief will review the annual analysis to determine if there are patterns or trends that could indicate training needs and/or policy modifications. (*WASPC 4.3*)