



BALTIMORE CITY PUBLIC SCHOOLS

GENERAL ORDER 13-14 SECTION F-6

BIAS BASED PROFILING Revisions Approved: June 12, 2018

This General Order contains the following numbered sections:

- I. Directive
- II. Purpose
- III. Definitions
- IV. Procedure
- V. Training
- VI. Complaint Process
- VII. Internal Affairs Responsibility
- VIII. Annual Review
- IX. Effective Date

I. DIRECTIVE

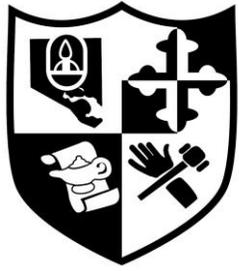
Allegations of bias based profiling or discriminatory practices, real or perceived are detrimental to the relationship between the department and the communities they protect and serve. Bias based policing is an illegal and ineffective method of law enforcement. Bias based policing results in increased safety risks to officers and citizens and the misuse of valuable resources. Bias based policing is in opposition to gaining and holding public trust and community support of law enforcement. Both public trust and community support are essential to effective community based policing and problem solving. Baltimore City School Police Force (“BCSPF”) must carry out their mission and oath of office at all times respecting the constitutional rights of all citizens.

II. PURPOSE

The purpose of this General Order is to state that members of the BCSPF are prohibited from using an individual’s sex, age, race, color, national origin, religion, marital status, political affiliation, disability, sexual preference, gender identity, or any other basis prohibited by county, state, or federal law as the sole justification to initiate any law enforcement action or activity.

III. DEFINITIONS

- a. **Bias based policing:** The differential treatment of individuals in the context of rendering



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police service based on a suspect classification, such as race, ethnic background, gender, sexual orientation, religion, age or cultural background. May also be defined as any police initiated action that relies on any characteristic other than the behavior, conduct, unlawful act or omission of that individual or information that leads the police to a particular individual.

- b. Constitutional policing:** Police officials are responsible for performing their various roles and responsibilities in a way that protects everyone's constitutional rights. At its most basic level, constitutional policing can be described as "legal policing." This means that policing must be conducted in accordance with the parameters set by the United States constitution, state constitutions, and the court decisions that have defined in greater detail what the text of the constitution means in terms of the everyday practices of policing.

IV. PROCEDURE

All investigative detentions, traffic stops, arrests, searches and seizures of property by officers will should be based on a standard of reasonable suspicion or probable cause as required by the Fourth Amendment of the U.S. Constitution and statutory authority.

- A. Officers must be able to articulate specific facts, circumstances and conclusions which support probable cause or reasonable suspicion for an arrest, traffic stop or investigative detention.
- B. Except as provided below, officers shall not consider race, ethnicity, or national origin in establishing either reasonable suspicion or probable cause.
- C. Officers may take into account the reported race, ethnicity or national origin of a specific suspect or suspects based on credible, reliable, locally-relevant information that links a person of a specific race to a particular criminal incident or links a specific series of crimes in an area to a group of individuals of a particular race/ethnicity.
 - 1. Except as provided above, no person shall be singled out or otherwise treated differently on account of their race, ethnicity or national origin.



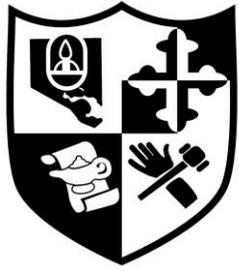
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2. Prevention Misperceptions of Biased Policing
In an effort to prevent inappropriate perceptions of biased law enforcement, officers shall utilize the following strategies when conducting pedestrian and vehicle stops:
 - a. Be reasonably courteous, polite, and professional.
 - b. Introduce themselves (providing name and agency affiliation) and explain to the citizen the reason for the stop as soon as practical, unless providing this information will compromise the safety of officers or other persons. In vehicle stops, provide this information before asking the driver for their license and registration.
 - 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 their name and badge number when requested, in writing or on a business card.
 - f. Explain if they determine that the reasonable suspicions were unfounded (e.g., after a BOLO stop).
 - g. Officers shall complete a “Citizen/Police Contact Receipt”
- D. Baltimore City School Police Force personnel shall not express- verbally, in writing, or by other gesture- any prejudice or derogatory comments concerning discernible personal characteristics.
- E. It is the duty of employees who have observed or are aware of others who have engaged in bias-based policing to specifically report such incidents to a supervisor, providing all information known to them, before the end of the shift during which they make the observation or become aware of the incident.



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- F. Supervisors have an individual obligation to ensure the timely and complete review and documentation of allegations of violation of this General Order that are referred to them or of which they should reasonably be aware.

V. TRAINING

Members will receive initial and periodic training in subjects that promote and encourage impartial and community based policing. Applicable training subjects may include, but are not limited to officer safety, courtesy, cultural diversity, non-discriminatory police practices, search and seizure, asset seizure and forfeiture, interview techniques, interpersonal communication skills, implicit bias and constitutional and case law.

VI. COMPLAINT PROCESS

Supervisors that receive a citizen complaint or allegation of bias-based policing on the part of any member of the department, shall forward such information in writing in accordance with the department's General Orders regarding citizen complaints and Internal Affairs investigations.

VII. INTERNAL AFFAIRS

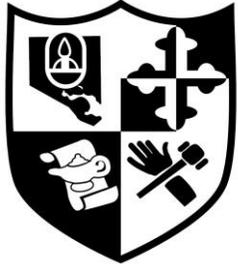
It is the responsibility of the Internal Affairs Unit to thoroughly and timely investigate allegations of bias-based policing and violations of the Constitution.

The Internal Affairs Unit may include related complaint information in the department's yearly IA statistical summaries.

Complaints that department officers conducted policing activities based on any improper criteria should be investigated.

Violations of this policy, or portions thereof, shall result in remedial training and/or disciplinary action as set forth in the department's General Order.

Supervisors shall ensure all personnel of their command are familiar with the content of this



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policy and are operating in compliance.

VIII. ANNUAL REVIEW

The Chief of School Police will ensure yearly administrative reviews are conducted to examine the agency's commitment to impartial and constitutional policing. Components that are to be included in these reviews include, but are not limited to related agency directives, practices, and citizen complaints.

IX. EFFECTIVE DATE

This Order shall be effective on the date of publication.

I certify that I have read and fully understand this Order.

Signature _____

Date _____