

# BATON ROUGE POLICE DEPARTMENT

General Order  
No.108

Effective Date  
07-15-2001

Revised Date  
08-09-2018

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Subject: Bias Based Profiling

Reviewed 8-9-18

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## POLICY

The purpose of this policy is to unequivocally state that bias-based profiling in law enforcement is totally unacceptable, to provide guidelines for officers to prevent such occurrences, and to protect our officers when they act within the dictates of the law and policy from unwarranted accusations.

It is the policy of this department to patrol in a proactive manner, to investigate suspicious persons and circumstances, and to enforce the motor vehicle laws. In so doing, officers will only stop or detain citizens when there exists reasonable suspicion to believe they have committed, are committing, or are about to commit, an infraction of the law.

## DEFINITIONS

### **Bias based profiling**

The detention, interdiction, or other disparate treatment of individuals based solely on a common trait of a group. This includes race, ethnic background, gender, sexual orientation, economic status, age, cultural background or any other identifiable group.

### **Reasonable suspicion**

Suspicion that is more than a mere hunch. It is based on a set of facts and circumstances that would cause a reasonable person to believe that an infraction of the law has been committed, is about to be committed, or is in the process of being committed, by the person or persons under suspicion. This can be based on the observations of a police officer combined with his or her training and experience, and/or reliable information received from credible outside sources.

## PROCEDURES

### **I. Standards**

- A. All investigative detentions, traffic stops, arrests, searches and seizures or forfeitures of property by officers will be based on a standard of reasonable suspicion or probable cause. Any action taken will not be based on race, ethnic background, gender, sexual orientation, economic status, age, cultural background, or any other identifiable group characteristic.
- B. 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.
- C. Officers may take into account the reported race, ethnicity or national origin of a specific suspect that links a person to a particular criminal incident or links a specific series of crimes to a group of individuals of a particular race/ethnicity.

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**II. Proactive Patrol**

- A. While on patrol, officers should direct their efforts in those areas where there is the highest likelihood that crashes will be reduced and/or crimes prevented through proactive patrol.
- B. Supervisors should assign manpower based on crime and traffic analysis information, as well as complaints received from citizens.
- C. Any enforcement action will be accompanied by consistent, ongoing supervisory oversight to ensure that officers do not go beyond the parameters of reasonableness in conducting such activities.

**III. Training**

- A. Officers will receive initial and ongoing training in proactive enforcement tactics, including training in officer safety, courtesy, cultural diversity, and laws governing search and seizure, and interpersonal communications skills.
- B. The training academy staff will be responsible for incorporating such training into the annual re-training cycles.
- C. Supervisors will also include training in departmental policy as part of roll-call training.

**IV. Complaints**

- A. Any person may file a complaint with the department if they feel they have been stopped or searched based on a complaint of bias-based profiling. No person shall be discouraged, intimidated, or coerced from filing such a complaint, or discriminated against because they have filed such a complaint.
- B. Complaints received by field supervisors and internal affairs investigators will be handled consistent with established policy.
- C. The results of investigations of this nature will be made public, on an annual basis, in the internal affairs summary.

**V. Administrative Reporting and Corrective Action**

- A. The Community Affairs unit shall produce a documented annual review of all department policies and procedures with regard to officer/citizen contacts.
- B. The annual review will include citizen concerns and recommendations for policy revision and/or training plans.

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- C. The annual review will be routed to the training academy and accreditation/policy development unit, to correct any deficiencies in those areas.
- D. Officers disciplined as a result of this policy will be required to attend training as specified by the Chief of Police.

**VI. LGBT Liaison**

- A. The agency will have an employee serve as part time LGBT Liaison officer. The liaison will serve as a single point of contact between the Baton Rouge Police Department and the LGBT community to facilitate an open relationship between the two.
- B. The liaison will provide training for members of the department on LGBT topics.