


<p style="text-align: center;">GENERAL ORDER</p>  <p style="text-align: center;">Cibolo Police Department</p>	Effective: February 23, 2010	# 2-01
	Section: Professional Standards and Conduct	Subject: Bias Based Profiling
	Rescinds: Cibolo Police Dept. Procedure 901	
	Standards: 2.01.1	

Purpose:

To provide officers with guidelines on the prohibition of biased based profiling, which includes racial profiling, in accordance with the Texas Code of Criminal Procedure.

Policy:

It is the policy of the Cibolo Police Department to police in a proactive manner and to aggressively investigate suspected violations of law. Officers shall actively enforce state and federal laws in a responsible and professional manner, without regard to race, ethnicity or national origin. Officers are strictly prohibited from engaging in bias based profiling as defined in this General Order. This policy shall be applicable to all persons, whether drivers, passengers or pedestrians. This policy shall not preclude officers from offering assistance to citizens. Bias based profiling is an unacceptable patrol tactic and will not be condoned.

Definition:

Bias Based Profiling: A law enforcement initiated action based solely on an individual's race, ethnicity, national origin, gender, sexual orientation, religion, economic status, age, cultural group or other identifiable group rather than on the individual's behavior or on information identifying the individual as having engaged in criminal activity.

- I. Bias based profiling pertains to persons who are viewed as suspects or potential suspects of criminal behavior. The term is not relevant as it pertains to witnesses, complainants or other citizen contacts.
- II. The prohibition against bias based profiling does not preclude the race, ethnicity, national origin, gender, sexual orientation, religion, economic status, age, cultural group or other identifiable group as factors in a detention decision. These may be legitimate factors in a detention decision when used as part of an actual description of a specific suspect for whom an officer is searching. Detaining an individual and conducting an inquiry into that person's activities simply because one of those factors is bias based profiling.
- III. The Cibolo Police Department has adopted the following in regards to bias based profiling:
 - A. Officers may not use stereotypes regarding race, ethnicity, national origin, gender, sexual orientation, religion, economic status, age, cultural groups or other identifiable groups as factors in selecting whom to stop and search, while officers may use these factors in conjunction with other known factors of the suspect.
- IV. All sworn personnel will adhere to all TCLEOSE training requirements as mandated by law.
- V. The Cibolo Police Department shall accept complaints from any person who believes they have been stopped or searched based solely on race, ethnicity, national origin, gender, sexual

orientation, religion, economic status, age, cultural group or other identifiable group (profiling). Complaints of this nature will be received according to state law and departmental polices governing allegations of police officer misconduct.

If a bias based profiling complaint is sustained against an officer, it will result in appropriate corrective and/or disciplinary action, up to and including termination. Upon written request of an officer, subject to a complaint, this department shall promptly provide a copy of an existing recording to that officer.

VI. The Cibolo Police Department will inform the public of its policy regarding the complaint process. The methods to be utilized for distribution are the City of Cibolo webpage and pamphlets provided in the police department lobby.

VII. Citation Data Collection and Reporting

A. Officers are required to collect information relating to traffic stops in which a citation is issued. On the citation, officers must include:

1. the violator's race or ethnicity;
2. whether the officer knew the race or ethnicity of the individual detained before detaining that individual; and
3. whether a search was conducted; and
4. was the search consensual.

B. Annually, by March 1st the Chief of Police shall submit a report to the Texas Commission on Law Enforcement Standards and Education as well as to City Council that includes the information gathered by the citations. The report will include:

1. a breakdown of citations by race or ethnicity;
2. The number of traffic stops where the officer knew the race or ethnicity of the individual detained before the detention was made;
3. the number of citations that resulted in a search;
4. the number of searches that were consensual; and
4. the number of citations that resulted in custodial arrest.

C. Not later than February 15th of each year, the Chief of Police or his designee will conduct an administrative review of agency practices including citizen concerns regarding bias based profiling.

VIII. Officers will adhere to General Order # 2-24 Recording Devices.

A handwritten signature in black ink on a light gray rectangular background. The signature appears to be the name "Alex" written in a cursive, stylized font.

Chief of Police