


Bias-Based Policing

401.1 POLICY HEADER

Original Effective Date:	Revised Date:
September 1, 2021	January 4, 2023
<p>Authorization:</p>  <p>Jason Haberman Chief of Police</p>	

401.2 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Mt. Lebanon 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).

401.2.1 DEFINITIONS

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.

401.3 POLICY

The Mt. Lebanon 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.

401.4 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, 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

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or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

401.5 MEMBER RESPONSIBILITIES

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 shall, when safe and reasonable to do so, intervene to prevent any bias-based actions by another member.

401.5.1 REASON FOR CONTACT

Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual. All persons stopped by an officer shall be provided with an explanation for why they were stopped, unless disclosure of such information would undermine an investigation or jeopardize the officer's safety. Individuals are entitled to a verbal explanation, and/or written documentation of the stop (e.g., Non-Traffic Citation, Traffic Citation or Warning Notice).

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), 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.

401.6 SUPERVISOR RESPONSIBILITIES

Supervisors shall 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 shall discuss any issues with the involved officer and his/her supervisor in a timely manner.
 - (a) Supervisors shall document these discussions, in the prescribed manner.
- (b) Supervisors shall review Mobile Audio/Video (MAV) recordings, portable audio/video recordings, Mobile Data Terminal (MDT) data and any other available resource used to document contact between officers and the public to ensure compliance with this policy when a citizen complaint or a policy violation has occurred.
 - (a) Supervisors shall document these reviews.
 - (b) Recordings or data that capture a potential instance of bias-based policing shall be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy following notification to the appropriate Deputy Chief of Police.

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- (d) Supervisors shall take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.
- (e) If bias-based policing occurs, corrective measures may include counseling, remedial training, or punitive discipline (e.g., suspension, termination).

401.7 ADMINISTRATION

The Operations Deputy Chief of Police shall annually review the efforts of the Department to provide fair and objective policing, including public concerns and complaints, and present the results of the analysis to the Chief of Police. The review should identify any changes in training or operations that should be made to improve service.

401.8 TRAINING

Training on fair and objective policing and review of this policy shall occur for all new Police Officers during the Field Training Program and periodically during in-service training for all officers as directed by the Training Lieutenant. Training shall be provided no less than every three years.