

524.00 BIAS BASED POLICING

- Bias Based Policing – the interdiction, detention, arrest, or other non-consensual treatment of individuals based solely on a characteristic or status to include, but is not limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age, and/or culture.
- The Greeley Police Department does not condone or tolerate the use of bias based policing by employees of the department. No person shall be singled out or otherwise be treated differently based on their race, ethnic background, gender, sexual orientation, religion, economic status, age and/or culture.
- An officer must have reasonable suspicion based on specific supported facts that the person being stopped regarding their identification, activity or location has been, is, or is about to commit a violation of the law or is currently presenting a threat to the safety of themselves or others.
- Procedures:
 - Investigative detentions, vehicle stops, arrests, and search and seizures (including asset forfeiture procedures) will be based on a standard of reasonable suspicion or probable cause as required by the 4th Amendment of the U.S. Constitution, statutory authority and prevailing case law.
 - In the event that an officer has credible, reliable or locally relevant information linking a person of a specific race to a particular criminal incident or links a specific series of crimes in an area to a specific group of individuals, a person's race, ethnic background, gender, sexual orientation, religion, economic status, age and/or culture may be taken into account.
 - When conducting pedestrian and/or vehicle stops, the officer shall:
 - Be courteous, polite, and professional;
 - Explain to the citizen the reason for the stop as soon as practical;
 - Ensure that the length of the detention is no longer than necessary to take the appropriate action for the known or suspected offense; and
 - Answer any questions the citizen may have.

¹ Cross Reference: G.O. 525.00 Constitutional Rights of Citizens

- Training: Newly hired officers shall receive training in the Anti-Bias Based Training Program implemented by the Greeley Police Department during the in-house portion of their training. The program will provide the new officer with the knowledge and understanding of the following:
 - The patterns of profiling and bias-based policing;
 - The practices and perceptions of profiling and bias-based policing; and
 - The concepts and practices that prevent profiling and bias-based policing.
- All officers will be provided ongoing training in Anti-Bias Based policing.