

GENERAL ORDER

NUMBER:

1.6



SUBJECT:

BIAS BASED PROFILING

ISSUE DATE:

DEC 15, 2004

RESCINDS:

DISTRIBUTION:

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EFFECTIVE DATE:

DEC 15, 2004

REFERENCE:

CALEA - 1.2.9

TERMINATION DATE:

INDEFINITE

General Orders - #52.1, #62.12

AMENDED DATE:

MAY 14, 2020

50 ILCS 705 - Illinois Police Training Act

PURPOSE:

To establish policies and procedures regarding the treatment of people based on race, ethnic background, age, gender, religion, sexual orientation, cultural group, economic status, or any other identifiable group; to prevent and prohibit the practice of bias based profiling by members of the Arlington Heights Police Department.

PROCEDURE:

I. Definition

BIAS BASED PROFILING: The selection of an individual or individuals for investigative or enforcement action based solely on a trait common to a group, including but not limited to race, ethnic background, gender, sexual orientation, religion, economic status, age, or cultural group.

II. Prohibited Actions

A. Bias based profiling of individuals is strictly prohibited by members of the Arlington Heights Police Department, including but not limited to bias based profiling in field contacts, traffic stops, searches, asset seizure and forfeiture, interviews and interrogations.

1. In the absence of a specific report, the race, ethnic background, age, gender, religion, sexual orientation, cultural group, or economic status of an individual shall not be a factor in determining the existence of probable cause to place in custody or arrest an individual, or in constituting a reasonable and articulable suspicion that an offense has been or is being committed, so as to

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justify the detention of an individual or the investigatory stop of a motor vehicle.

2. In response to a specific credible report of criminal activity, the race, ethnic background, age, gender, religion, sexual orientation, cultural group, or economic status of an individual shall not be the sole factor in determining the existence of probable cause to place in custody or arrest an individual.

B. Stops, detentions, searches, or asset seizures and forfeitures based on race, ethnic background, age, gender, religion, sexual orientation, cultural group, or economic status by any member of the Arlington Heights Police Department are prohibited.

1. The detention of any individual not based on a violation of, or factors related to an investigation of, a Federal law, State statute, Village Ordinance, or any combination thereof, is prohibited.

2. No officer shall stop, detain, or search any person when such action is motivated by race, ethnic background, age, gender, religion, sexual orientation, cultural group, or economic status.

III. Traffic & Pedestrian Stop Data Collection Sheet

Officers will complete and submit Traffic and Pedestrian Stop Data Collection Sheets as required under General Order #62.12 - *Traffic and Pedestrian Stop Data Collection*.

IV. Training

A. All sworn personnel receive academy training regarding bias based profiling issues, including legal aspects, in conformance with the Illinois Police Training Act, Illinois Law Enforcement Training and Standards Board (ILETSB), 50 ILCS 705.

B. The Training Coordinator shall ensure all enforcement personnel receive annual training regarding bias based profiling issues and related legal aspects.

SUBJECT:

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- C. Diversity and sensitivity training may be assigned for personnel with sustained profiling or other sustained discrimination complaints filed against them.

V. Disciplinary Procedures

- A. All supervisors are responsible for continually monitoring and examining all areas of police actions and activities under their control to ensure employees are abiding by the provisions of this Order.
- B. Any employee who believes there is, or is made aware of any violation of this Order will immediately report the violation to their immediate supervisor.
- C. All reports or complaints of bias based profiling and/or discriminatory practices will be documented and investigated in accordance with the provisions of General Order #52.1 - *Internal Affairs*.
- D. Appropriate discipline shall be implemented for non-compliance with this Order, up to and including dismissal.
- E. In addition to remedial training pursuant to Section IV.C. of this Order, personnel who have sustained bias based profiling or sustained discrimination complaints filed against them may also be reassigned.
- F. Failure to report any observed or known violation(s) of this Order by any employee of the Department may result in disciplinary action to that employee.

VI. ADMINISTRATIVE REVIEW

Annually, the Deputy Chief of the Patrol Division shall conduct a documented administrative review of Department practices regarding bias based profiling, including citizen concerns and any corrective measures taken.