



HOPKINTON POLICE DEPARTMENT

406 Woodville Road, Hopkinton, RI 02833

ORDER	EFFECTIVE DATE	NUMBER	ISSUING DATE
GENERAL	FEBRUARY 25, 2015	320.11	October 27, 2020
SUBJECT TITLE		SUBJECT AREA	
BIASED POLICING		LAW ENFORCEMENT OPERATIONS	
RIPAC REFERENCE		PREVIOUSLY ISSUED DATES	
2.8		3/2011, 2/2015, 11/2016	
DISTRIBUTION	REVIEW DATE		PAGES
SWORN PERSONNEL	ANNUALLY		3

BIASED POLICING

I. PURPOSE

To establish and maintain guidelines for sworn Department members regarding biased policing.

II. POLICY

Bias policing is the selection of individuals based solely on a common trait of a group. This includes, but is not limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable characteristics.

The Hopkinton Police Department prohibits the use of biased policing in traffic contacts, field contacts, and asset seizure and forfeiture efforts. The Department recognizes that biased policing undermines legitimate law enforcement efforts and may lead to allegations of constitutional rights violations. Additionally, bias based profiling alienates citizens, fosters distrust of law enforcement by the community, and invites media scrutiny, legislative action and judicial intervention.

While performing law enforcement operations, sworn Department members shall continue to focus on individuals' conduct or other specific suspect information. Citizens shall only be selected, stopped, or detained when there exists reasonable suspicion supported by specific, articulable facts that they have committed, are committing, or are about to commit an infraction of the law.

This policy does not preclude Department members from contacting subjects based upon inferences arising from permissible characteristics, which would lead Department members to believe that a particular subject is engaged in criminal activity.

III. DEFINITION

Biased Policing – The detention, interdiction or other disparate treatment of an individual on the basis, in whole or in part, of the racial or ethnic status of such individual, except when such status is used in combination with other identifying factors in seeking to apprehend a specific suspect whose racial or ethnic status is part of the description of the suspect, which description is timely and reliable.

IV. TRAINING

A. The Captain shall ensure that biased police training is provided to sworn personnel upon initial appointment and provided at a minimum of once every three years.

V. STATISTICS

A. Officers and/or dispatchers at Officer's request shall fill out the Racial Profiling tab on every motor vehicle stop in the Tritech software.

VI. CORRECTIVE MEASURES

- A. Supervisory officers shall continuously monitor sworn Department members under their command and ensure that corrective measures are taken whenever it is determined that such officers have engaged in biased policing.
- B. Corrective measures may include, but are not limited to:
1. Counseling;
 2. Remedial training;
 3. Formal discipline;
 4. Dismissal
- C. The processing of civilian complaints in respect to biased policing, internal affairs investigation, and disciplinary action imposed as a result of internal affairs investigations shall be consistent with applicable provisions enumerated in the Department's "Internal Affairs Investigation" policy.

VII. PROVISION

- A. The Internal Affairs Officer shall conduct an annual review of Department practices related to biased policing including citizens concerns and forward a report to the Chief of Police. The report shall be submitted every January for the preceding year.
- B. Department practices related to biased policing may include, but are not limited to:
1. Citizen concerns;
 2. Internal affairs investigations and;
 3. In-service training.

Per Order,

A handwritten signature in cursive script that reads "David S. Palmer".

David S. Palmer
Chief of Police