



Independence Police

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GENERAL ORDER	No. 2000-001	Page 1 of 3
SUBJECT: Bias Based Profiling	EFFECTIVE DATE:	November 15, 2000
	REVIEW/REVISION DATE:	August 28, 2015
	REFERENCE:	Missouri State Statute 590-650, State Cert. Standard 29.3

PURPOSE

To ensure personnel of the Independence Police Department are fair and impartial while performing their duties. All discriminatory actions are prohibited. To ensure accurate accounting of all motor vehicle stop data. The Motor Vehicle Stops Reporting data form will be completed in accordance with state law.

POLICY

The Independence Police Department will not conduct or assist in any stop, detention or search of any person or vehicle when such action is motivated by race, ethnicity, age, gender, religion, economic status, cultural group, sexual orientation or any other identifiable groups and the action would constitute a violation of the civil rights of that person.

PROCEDURE

Definitions

Minority Group - Individuals of African, Hispanic, Native American or Asian descent.

Motor Vehicle Stop - Any time an officer activates their emergency equipment or otherwise stops or assists in stopping a motor vehicle excluding DWI checkpoints or any other type of checkpoints or for motor assistance.

Bias Based Profiling/Discriminatory Practice

- Bias Based Profiling of any individual is strictly prohibited.

- In the absence of specific information, the race, ethnicity, age, gender, religion, economic status, cultural group status, sexual orientation or affiliation with any other identifiable groups will 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 justify the detention of an individual or an investigatory stop during any traffic contacts, field contacts, asset seizures or forfeiture efforts
- The detention of any individual that is not based on factors related to a violation or investigation of a violation of Federal laws, Missouri statutes, Independence City ordinances, or any combination thereof is prohibited

Authority and Responsibility

- Each supervisor will be responsible for continually monitoring and examining all areas of police actions and activities under their purview to ensure the provisions of this directive are being followed and to discover any indications of bias based profiling or discriminatory practices.
- Any officer who believes there is, or is made aware of any violation of this directive will immediately contact their supervisor.
- All reports or complaints of discriminatory practices or bias based profiling will be documented and investigated in accordance with Internal Affairs procedures and the FOP Work agreement.
- The Chief of Police will cause an annual report to be filed with the Office of Attorney General prior to March 1st of each year which will include the following:
 - Total number of motor vehicle stops during the previous year
 - The number and percentage of these stops by members of each particular minority group
 - A comparison of the percentage of stopped motor vehicles driven by each minority group and the percentage of the state's population that each minority group comprises
 - Through a periodic review, determine whether any officer has a pattern of any bias based profiling including stopping members of minority groups (as defined by the State of Missouri) for violations of vehicle laws in a number disproportionate to the population of the minority groups residing in or traveling within the city of Independence
 - If the review reveals a pattern, the Chief will initiate an investigation to determine if any officer routinely stops members of a minority group for violations of vehicle laws as a pretext for investigating other criminal activity
 - An annual administrative review of the agency practices including citizen concerns

Training

- All officers will complete POST approved bias based profiling courses as required by Missouri statute which will include:
 - A review of statutory requirements and the legal aspects of bias based profiling
 - Recognition of the harms of bias based profiling and discrimination
 - Understanding and respect for cultural differences
 - Development of effective, non-combative methods of carrying out law enforcement duties in a racially and culturally diverse environment
 - Additionally, any officer found to be engaging in bias based profiling will be required to participate in counseling and remedial training and may be disciplined as directed by the Chief of Police

Procedure on Compilation of Data & Reporting Responsibilities

- An approved “Motor Vehicle Stops Reporting” form will be utilized by every officer and completed on all motor vehicle stops in accordance with the provisions of this General Order.
- The completed forms will be turned in at the end of each shift along with traffic citations, GOS Forms, and Activity Log sheets to the officers’ supervisor.
- Supervisors will check and verify daily that officers under their supervision are completing all Motor Vehicle Stops Reporting forms as required and that the data matches with citations and log sheet data. After verification, supervisors will forward citations and Motor Vehicle Stops Reporting forms to Records for computer data entry.

Disciplinary Procedures

- All personnel found in violation of this General Order will be subject to discipline in accordance with current General Order 1995-018.
- Watch Commanders, Unit Commanders, and Division Commanders are responsible for assuring accurate and complete compliance with this General Order.