



White Bear Lake Police Department POST Mandated Policy #100-10 Racial Profiling/Unbiased Service

I. PURPOSE

The purpose of this directive is to reaffirm this Agency's commitment to enforce the law and provide professional services to the community in an impartial and unbiased manner thereby ensuring fairness and equality for those individuals who are our customers.

II. SCOPE

This general order applies to all personnel.

III. DISCUSSION

The Minnesota Legislature finds that the reality or public perception of racial profiling alienates people from police, hinders community policing efforts, and causes law enforcement to lose credibility and trust among the people law enforcement is sworn to protect and serve. No stop or contact initiated by a peace officer should be made without a legitimate reason. However, it is further recognized that other forms of bias can be as pervasive as racial profiling. Therefore, it is necessary to include these other forms of bias (age, ethnicity, nation origin, gender, sexual orientation, religion or Americans with Disabilities issues) within the same context as racial profiling to truly develop a policy statement, which comports with eliminating bias and developing impartial responses to policing service.

VI. POLICY

It is the policy of the White Bear Lake Police Department to provide services to the community and its customers in a fair, impartial, unbiased and dignified manner. Employees will always be professional, respectful, and courteous when dealing with customers and will not consider race, ethnicity, national origin, gender, sexual orientation, religion, disability or appearance when deciding the appropriateness of the services provided.

V. DEFINITIONS

Racial Profiling - Minnesota Statute 626.8471 Subd. 2. Means any actions initiated by law enforcement that relies upon the race, ethnicity, or national origin of an individual rather than the behavior of that individual; or information that

leads law enforcement to a particular individual who has been identified as being engaged in or having been engaged in criminal activity.

Racial profiling includes use of racial or ethnic stereotypes as factors in selecting whom to stop and search.

Impartial - Where employees treat all individuals alike, in an equitable, fair and just manner.

Unbiased - Where employees have no inclination, preconceived opinion or predisposition to decide a cause or an issue in a certain way, and which leaves the mind open to evaluate the facts so as to render an impartial conclusion.

Enforcement Contact - including but not limited to investigative detention, pedestrian and vehicle stops, arrests, searches and property seizures.

Service Contact - including but not limited to assisting with animal complaints, providing crime prevention information, unlocking car doors, providing directions, crowd control and/or traffic control, medical assistance and other non-enforcement activities.

VI. ENFORCEMENT CONTACT

- A. Officers may, when observing a violation of law or suspicious activity, stop any individual believed to be involved. The officer(s) must be able to articulate specific facts, circumstances and conclusions that support the reasonable suspicion or probable cause for the contact.
- B. Under no circumstances will an officer(s) consider the race, age, ethnicity, national origin, gender, sexual orientation, religion, or disability as the sole purpose to effect a contact. However, an officer(s) may take into account the aforementioned descriptors of a specific suspect(s) based upon credible, reliable, relevant information that links specific, suspected, unlawful activity to a particular individual or group of individuals. This information may be used in the same manner regarding age, height, weight, etc, about specific suspects.
- C. As soon as is practicable (when the officer(s) have gained control of the scene and officer safety is not an issue), the officer(s) will identify himself/herself to the individual (name and department) and state the reason for the contact. The officer(s) will attempt to answer any relevant questions the individual may have regarding the enforcement contact, including referrals to other agencies when appropriate.
- D. The officer(s) will maintain a professional, respectful and dignified demeanor during the contact. At the conclusion of the contact, the

officer(s) will provide to each individual detained an official City of White Bear Lake business card (each business card will indicate the officer's name, badge number, office contact numbers, e-mail address and information regarding the Attorney General toll-free telephone number if an individual has a complaint regarding the contact).

VII. SERVICE CONTACT

- A. All employees will provide, to the best of their ability and to the extent that resources allow, the best possible services to the customers, the department is called upon to serve.
- B. Under no circumstances will an employee consider the race, age, ethnicity, national origin, gender, sexual orientation, religion, or disability when providing service to any customer.
- C. The employee(s) will maintain a professional, respectful and dignified demeanor during each contact.

VIII. SUPERVISORY RESPONSIBILITY

- A. Supervisors are responsible for the distribution and documentation indicating receipt of this policy.
- B. Supervisors shall review each employee's work habits and contacts to determine compliance with this policy. In each situation where the supervisor believes there is a lack of compliance, the supervisor shall immediately prepare and implement with the employee a corrective action plan.

Julie Swanson

**Julie Swanson
Chief of Police**

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