 <p style="text-align: center;">YALE UNIVERSITY POLICE DEPARTMENT GENERAL ORDERS <i>Serving with Integrity, Trust, Commitment and Courage since 1894</i></p>	ORDER TYPE: NEED TO KNOW	
	310 RACIAL PROFILING	
	EFFECTIVE DATE: 27 JAN 2021	REVIEW DATE: ANNUAL

POLICY

The department has established guidelines for its members to actively investigate suspicious persons and circumstances and enforce the motor vehicle laws, such that persons may be stopped or detained when reasonable suspicion exists to believe they have committed, are committing, or are about to commit, a violation of the law.

DEFINITIONS

Racial Profiling	is any police-initiated action that relies solely on the race, ethnicity, characteristics, or national origin rather than the behavior of an individual or information that leads the police to a particular individual who has been identified as being, or having been, engaged in criminal activity.
Reasonable suspicion	Also referred to as articulable suspicion. Suspicion that is more than a mere hunch, but is based on a set of articulable facts and circumstances that would warrant a person of reasonable caution in believing that an infraction of the law has been committed, is about to be committed, or is in the process of being committed, by the person or persons under suspicion. This can be based on the observations of a police officer combined with the officer’s training and experience, and/or reliable information received from credible outside sources.

TRAINING CTLEA 1.1.12b

- All sworn officers shall receive initial and ongoing training in subject areas such as proactive enforcement tactics, including training in officer safety, courtesy, cultural and human diversity, and laws governing search and seizure, and interpersonal communications skills.
- Training programs will emphasize legal aspects of racial profiling and stress the need for each officer to respect the rights of all citizens to be free from unreasonable government intrusion or police action.

ENFORCEMENT

- The department assigns officers to those areas where there is the highest likelihood crimes will be reduced and prevented through a proactive police patrol or presence.
- Persons may only be subjected to stops, seizures or detentions upon reasonable suspicion they have committed, are committing, or are about to commit a crime, violation or infraction. Each time a person is stopped, the officer shall radio to the dispatcher the location and nature of the stop as well as the number of people (if a pedestrian stop) or the plate number and description if a vehicle stop. At no time will an officer engage in racial profiling by using a person’s race or ethnicity as the sole factor in initiating traffic stops or arresting a person for an offense. **CTLEA 1.1.12a**
- Traffic enforcement will be subject to consistent, ongoing supervisory oversight to ensure officers do not go beyond the parameters of reasonableness in conducting such activities.
- Appropriate enforcement action shall be completed, generally in the form of a warning, citation or arrest. The proper form must be filled out by the officer, and shall include the gender, race or

ethnicity of the person stopped, if this information can reasonably be ascertained by physical appearance or from the driver's license or other documents provided by the individual.

- Pursuant to C.G.S. § 54-1m, the Yale University Police Department will record the following for all traffic stops:
 - Date and time of the stop;
 - location of the stop;
 - name and badge number of the police officer making the stop;
 - race, color, ethnicity, age and gender of the operator of the motor vehicle that is stopped, provided the identification of such characteristics shall be based on the observation and perception of the police officer responsible for reporting the stop;
 - the nature of the alleged traffic violation or other violation that caused the stop to be made and the statutory citation for such violation;
 - the disposition of the stop including whether a warning, citation or summons was issued, whether a search was conducted and whether a custodial arrest was made; and
 - Any other information deemed appropriate.
- Officers are not to use a person's race, ethnicity, or national origin as the sole factor in determining whether a specific individual is a member of a criminal organization (ie: gang) or is involved in criminal activity.
- Officers who have knowledge a particular individual is a member of a criminal organization may legitimately use that information as a factor in the totality of the circumstances that may indicate ongoing criminal activity.
- Officers may use race or ethnicity in determining whether to take enforcement action when race or ethnicity is a descriptor of a particular suspect or person(s) involved in particular criminal activities based on information received by the department.

COMPLAINTS OF RACIAL PROFILING

The perception that some police officers engage in racial profiling creates resentment and distrust of the police, making some members of the community less willing to trust and confide in police officers, report crimes, participate in problem-solving activities, be witnesses at trials, or serve on juries.

The department encourages anyone who feels they have been stopped or searched based on racial, ethnic, or gender based profiling by a member of this department to file a complaint.

- No person shall be discouraged, intimidated, or coerced from filing such a complaint, or discriminated against because they have filed such a complaint.
- Officers contacted by a person who wishes to file such a complaint, shall assist the citizen in directing that person to the offending members' supervisor or an on-duty shift commander.

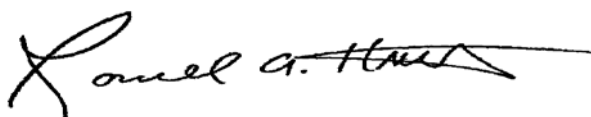
ANNUAL REVIEW OF RACIAL PROFILING COMPLAINTS CTLEA 1.1.12c

The Office of Professional Standards will incorporate all complaints of Racial Profiling, to include citizen concerns, in the annual Internal Affairs Report.

COUNSELING, AND RETRAINING AND DISCIPLINE CTLEA 1.1.12d

Counseling, retraining and/or disciplinary action may be given or imposed against a member of the department for violation of this policy.

PER ORDER OF:



RONNELL A. HIGGINS
DIRECTOR OF PUBLIC SAFETY AND CHIEF OF POLICE