	YALE UNIVERSITY POLICE DEPARTMENT GENERAL ORDER *Serving with Integrity, Trust, Commitment and Courage Since 1894*	ORDER TYPE: NEED TO REFER **315 BIASED BASED POLICING**	
		EFFECTIVE DATE: 22 JULY 2022	REVIEW DATE: ANNUAL

PURPOSE
The purpose of this policy is to provide guidance to department members that affirms the Yale University Police Departments commitment to policing that is fair and objective.

POLICY
It is the policy of the Yale University Police Department to be committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. The Department will provide law enforcement services and enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

The Department's response to bias based policing shall be a set of procedures that require professional police traffic stops; ensure that officers base their behavior on sound legal reason, safety for officers and citizens, and the accepted best practices of modern policing; and with an understanding that police operations may have a discriminatory effect even if they do not have a discriminatory intent.

DEFINITIONS
Bias-based Policing: The differential treatment, enforcement, or service of any person by officers motivated by actual or perceived characteristics such as race, ethnicity, national origin, religion, gender, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristic).

PROCEDURE

A. Bias Based Policing Prohibited

1. Bias-based policing is strictly prohibited. An officer may only consider protected characteristics in combination with credible, timely and distinct information connecting a person or people of specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes. **CTLEA 1.5.1a**

   a. Effective Law Enforcement

   Effective law enforcement requires officers to be observant and to identify and act upon any unusual occurrences and law violations. These enforcement efforts keep our community free from crime and our roadways safe to drive upon, and also deters and/or detects and apprehends criminals. Officers engaging in proactive policing is an effective strategy to:

   - Protect the public from the devastation caused by drug abuse, including the suppression of the activities of drug couriers;
   - Reduce street and highway traffic-related death and injury, including the apprehension of drunk drivers;
   - Combat illegal trafficking and possession of weapons and drugs;
   - Capture and arrest fugitives at-large, and other wanted persons;

- Identify and target violent gangs, terrorists and others who pose a threat to public safety; and
- Otherwise promote and maintain an orderly and law-abiding society.

b. Role of Supervisors

- Supervisors should monitor officers under their command for compliance with this policy and shall handle any alleged or observed violation in accordance with the Investigating Misconduct Policy (G.O. 4.02).
- Supervisors will periodically review body worn camera video, dash camera video, portable audio recordings, Mobile Digital Computer data, and any other available resources used to document contact between officers and the public to ensure compliance with this policy.
- Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- Supervisors should take prompt and reasonable steps to address any retaliatory actions taken against any member *of this department who discloses information concerning bias-based policing.*

c. Recording of Motor Vehicle Stops

Motorists and pedestrians shall only be subjected to stops, seizures, or detentions upon reasonable suspicion that they have committed, are committing, or are about to commit an offense. Each time a motorist is stopped, the officer shall radio to the dispatcher the location of the stop, registration number or the description of vehicle being detained, and the number of occupants and reason for the stop. Communication personnel shall log all pertinent information. All required reports and/or forms shall be completed by the officer upon completion of the stop.

d. Contact with the Public

Officers shall be familiar with the Yale University Police Department Rules and Regulations, as well as all General Orders pertaining to traffic stops, including the provisions requiring professionalism and courtesy. Professional behavior is directly related to the degree of cooperation from the motorist. Officers should never forego their command presence, safety, and control of the situation during a public contact.

e. Detention and Search

- No motorist, once cited or warned, shall be detained beyond the point where there exists no reasonable suspicion of further criminal activity, and no person or vehicle shall be searched in the absence of a warrant, a legally recognized exception to the warrant requirement, or the person's voluntary consent.
- In each case where a search is conducted, this information shall be documented, including the legal basis for the search, and the results thereof. It is strongly recommended that consent searches only be conducted with written consent, using the proper Department form.
- Any search by a Yale University Police Department officer of a motor vehicle or the contents of the motor vehicle that is stopped by an officer solely for a motor vehicle violation shall be (A) based on probable cause, or (B) after having received the "unsolicited consent" to search from the operator of the motor vehicle in written form. If the individual indicates that they will consent to a search but are refusing to sign the form, fill out the form anyway and indicate "consented to search but refused to sign," inserting initials and the signature of any witness in the signature block. Refusal to sign must be audio recorded before a search can take place.

f. Completion of Required Reports

Appropriate enforcement action should always be completed, generally in the form of a warning, citation, or arrest. Police reports shall indicate the reason for the stop.

B. Training **CTLEA 1.5.1b**

1. Agency personnel will receive initial and ongoing training in proactive enforcement tactics, including training in officer safety, courtesy, cultural diversity, discrimination and bias based profiling, field contacts, traffic stops, the laws governing search and seizure, and interpersonal communications skills.
2. This training shall address the issues pertaining to the practice of bias-based policing, including its impact on police and society. Training programs will emphasize the need to respect the rights of all citizens to be free from unreasonable government intrusion or police action. Training will also address the legal aspects of bias based profiling including the possibility of criminal and civil liability for such actions.
3. The training should apply principles of procedural justice (treating people with dignity and respect, providing individuals a voice during encounters, being neutral and transparent in decision-making, and conveying trustworthy motives).

C. Corrective Measures **CTLEA 1.5.1c**

1. Any person may file a complaint with the Department if they feel they have been stopped or searched based on bias based profiling, and no person shall be discouraged, intimidated, or coerced from filing such a complaint, or discriminated against because they have filed such a complaint. All complaints shall be investigated, and corrective measures shall be taken if it is determined that bias based profiling has occurred.
2. Any officer, who is told by a person that they wish to file such a complaint, shall provide the name of their immediate supervisor and the telephone number of the department. Any officer who is accused on scene of discrimination, bias based profiling, an illegal stop, frisk, and/or search by any person, shall report the incident to his/her immediate supervisor as soon as practical.
3. Supervisors who receive official complaints shall follow Departmental procedures as outlined in Yale University Police Department General Order 207 Civilian Complaints, Internal Investigations and Discipline. When backing up officers on vehicle stops and other calls, they shall be alert to any pattern or practice of possible discriminatory treatment or bias based profiling by officers.

D. Annual Review of Department Practice and Citizen Concerns **CTLEA 1.5.1d**

1. The Yale University Police Department shall provide the Connecticut Office of Policy and Management with periodic reports on the characteristics of persons stopped on traffic stops, when available. The Department will record the following information:

- 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 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.

2. Annually, a review committee shall conduct an Administrative Review during the month of July of all Department policy, practices, training, and citizen concerns and complaints relating to bias based profiling.

3. The review committee shall prepare and forward a report of their findings and recommendations, if any, to the Chief of Police by March 1st of each year.

PER ORDER OF:

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