

TYPE OF COMMUNICATION	DISSEMINATION	DESTINATION	NUMBER	PAGE OF
General Orders	Department	Directives Manual	457.00	1 2
TOPIC: Unlawful or Improper Bias in Public Safety	EFFECTIVE DATE 05/01/02	SOURCE JLS	APPROVED BY JDM	<input checked="" type="checkbox"/> NEW <input checked="" type="checkbox"/> AMENDS <input checked="" type="checkbox"/> RESCINDS 01/21/25

#### 457.01 PURPOSE

The purpose of this policy is to emphasize this agency's commitment to fair and bias-free treatment of all people and to clarify circumstances in which agency personnel may consider specified characteristics when carrying out duties. Fair and bias-free policing enhances legitimate law enforcement efforts and promotes trust within the community.

#### 457.02 POLICY

All Gwinnett Police personnel shall treat all people in an impartial and bias-free manner, in accordance with the law and this policy. Personnel should focus on a person's conduct and not consider common traits unless that trait has been associated with a specific suspect of a crime, or suspects associated with a pattern of crime in a particular area.

#### 457.03 DEFINITIONS

Unlawful or Improper Bias in Public Safety - Discrimination in the performance of law enforcement duties or delivery of police services, based on personal prejudices or partiality of agency personnel toward classes of people based on specified characteristics. The application of police authority based on a common trait of a group. Common traits included, but are not limited to, race, ethnicity, national origin, religion, age, gender, gender identity, gender expression, sexual orientation, immigration status, disability, housing status, occupation, political affiliation, and language fluency.

Fair and Bias-free Treatment - Conduct of agency personnel wherein all people are treated in the same manner under the same or similar circumstances irrespective of specified characteristics.

#### 457.04 PROCEDURES

##### A. Fair and Bias-free Treatment

1. Unlawful or improper bias in public safety is prohibited both in enforcement of the law and the delivery of police services.
2. Agency personnel shall take equivalent enforcement actions and provide bias-free services to all people in the same or similar circumstances. This does not mean that all people in the same or similar circumstances must be treated identically. Reasonable concessions and accommodations may be, and sometimes should be made, for example when dealing with people with disabilities, injury, or illness.
3. Agency personnel may only consider specified characteristics when credible, timely intelligence relevant to a specific location links a person or people with a specified characteristic(s) to a particular crime or pattern of crimes.
4. Restrictions on the use of specified characteristics do not apply to law enforcement activities designed to strengthen the agency's relationship with its diverse communities.

##### B. Compliance

1. Where appropriate, agency personnel shall intervene at the time the unlawful or improper bias incident occurs. Agency personnel who witness or who are aware of instances of unlawful or improper bias shall report the incident to a supervisor.
2. Supervisors shall:

- a. Ensure that all agency personnel in their command are familiar with the content of this policy and shall be alert and respond to indications that unlawful or improper bias is occurring.
  - b. Respond to violations of this policy with training, counseling, discipline, or other remedial intervention as appropriate to the violation.
  - c. Ensure that those who report instances of unlawful or improper bias are not subject to retaliation.
3. Information on unlawful or improper bias complaints and any additional relevant information shall be provided to the Chief of Police or their designee in a manner most suitable for administrative review, problem assessment, and development of appropriate corrective actions.
4. At least annually, the Inspections Unit will conduct a documented administrative review of activities with potential for bias to include, but not be limited to, traffic and field contacts, asset forfeiture efforts, citizen complaints, agency practices, training and any corrective measures taken. This review will be forwarded to the Chief of Police. Copies of the administrative review will be provided to the Deputy Chief of the Administrative Bureau, Assistant Chief of the Training Division and the Accreditation Manager.

#### C. Training

All agency personnel will receive initial training prior to assignment in roles that interface with the public. All personnel will also receive annual refresher training on this topic, to include legal aspects and the psychology of bias.