

Bias-Based Policing

401.1 PURPOSE AND SCOPE

Best Practice

This policy provides guidance to district members that affirms the Miami County Park District's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the district's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

401.1.1 DEFINITIONS

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Definitions related to this policy include:

Bias-based policing - An inappropriate reliance on characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement.

401.2 POLICY

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The Miami County Park District is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this district to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

401.3 BIAS-BASED POLICING PROHIBITED

Best Practice **OCLEAC - 3.2017.6a**

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit a ranger from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

401.4 MEMBER RESPONSIBILITIES

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Every member of this district shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

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401.4.1 REASON FOR CONTACT

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Rangers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview card), the involved ranger should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any ranger to document a contact that would not otherwise require reporting.

401.4.2 REPORTING TRAFFIC STOPS

Best Practice OCLEAC - 3.2017.6d

Each time a ranger makes a traffic stop, the ranger shall report the gender, race, or ethnicity of the driver.

401.5 SUPERVISOR RESPONSIBILITIES

Best Practice OCLEAC - 3.2017.6c

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved ranger and his/her supervisor in a timely manner.
 - (a) Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors should periodically review Mobile Video Recorder recordings, portable audio/video recordings, Mobile Data Terminal (MDT) data and any other available resource used to document contact between rangers and the public to ensure compliance with this policy.
 - 1. Supervisors should document these periodic reviews.
 - 2. Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this district who discloses information concerning bias-based policing.

401.6 ADMINISTRATION

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Each year, the Ranger Operations Director should review the efforts of the District to provide fair and objective policing and submit an annual report, including public concerns and complaints, to the Executive Director. The annual report should not contain any identifying information about any

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specific complaint, citizen or rangers. It should be reviewed by the Executive Director to identify any changes in training or operations that should be made to improve service.

Supervisors should review the annual report and discuss the results with those they are assigned to supervise.

401.6.1 PUBLISHING AN ANNUAL REPORT TO THE PUBLIC

State OCLEAC - 3.2017.6e

The Executive Director or the authorized designee shall prepare an annual report for the public that documents the annual administrative review of agency practices, data collected and citizens' concerns.

401.7 TRAINING

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Training on fair and objective policing and review of this policy should be conducted as directed by the Training Department.

401.7.1 TRAINING FREQUENCY AND TOPICS

Best Practice OCLEAC - 3.2017.6b

The Training Department should provide annual training that includes topics, such as field contacts, traffic stops, search issues, asset seizure and forfeiture, interview techniques, cultural diversity, discrimination and community support.