




UNIVERSITY OF MASSACHUSETTS AMHERST POLICE DEPARTMENT

Subject: Bias Free Policing	Number: GEN-22
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Issuing Authority: Chief Tyrone Parham	
Reviewing Responsibility: DCO Ian Cyr	Due: 05/01/Annually
Amends or rescinds: N/A	
References: CALEA 1.2.9 , 33.5.1	

General Considerations and Guidelines

The University of Massachusetts Amherst Police Department is committed to protecting the constitutional and civil rights of all citizens. Allegations of non Bias Free Policing or discriminatory practices, real or perceived, are detrimental to the relationship between the Police Department and the community it protects and serves, because they strike at the basic foundation of public trust. This trust is essential to effective community based policing.

Racial, gender, and other types of policing are illegal and ineffective methods of law enforcement. Non Bias Free policing creates an increased safety risk to officers and citizens and is a misuse of valuable police resources. Additionally, such improper methods violate the civil rights of members of the public and may lead to increased exposure to liability.

This department does not endorse, train, teach, support or condone any type of bias, stereotyping or racial and gender profiling by its employees. While recognizing that most employees perform their duties in a professional, ethical and impartial manner, this department is committed to identifying and eliminating any instances of non-bias free policing. [1.2.9a](#)

Policy

It is the policy of this department to:

- Provide all people fair and impartial police services consistent with constitutional and statutory mandates;
- Assure the highest standard of integrity and ethics among all our members;
- Respect the diversity and the cultural differences of all people;
- Take positive steps to identify, prevent, and eliminate any instances of non-bias free policing by our members; and

- Continue our commitment to community policing and problem solving, including vigorous, lawful and nondiscriminatory traffic enforcement that promotes public safety and strengthens public trust, confidence, and awareness.
- Non bias-free policing is prohibited. Except in “suspect specific incidents,” employees are prohibited from considering the race, ethnic origin, gender, sexual orientation, religion, economic status, age, national or cultural group or any other identifiable group in deciding to detain a person during a field contact; or stop a motor vehicle during a traffic contact; or as a factor in deciding upon the initiation of an asset seizure or forfeiture effort; or in deciding upon the scope or substance of any law enforcement action. [1.2.9a](#) [33.5.1](#)

Definitions

- ***Racial or Other Profiling:***

Differential treatment by a law enforcement officer based on actual or perceived race, color, ethnicity, national origin, immigration or citizenship status, religion, gender, gender identity or sexual orientation in conducting a law enforcement action, whether intentional or evidenced by statistically-significant data showing disparate treatment; provided, however, that “racial or other profiling” shall not include the use of such characteristics, in combination with other factors, to apprehend a specific suspect based on a description that is individualized, timely and reliable.

- ***Non Bias-Free Policing:***

The selection of individuals for enforcement action, based solely on a trait common to a group. This includes, but is not limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group.

- ***Bias-Free Policing:***

Policing decisions made by and conduct of law enforcement officers that shall not consider a person’s race, ethnicity, sex, gender identity, sexual orientation, religion, mental or physical disability, immigration status or socioeconomic or professional level.

This definition shall include policing decisions made by or conduct of law enforcement officers that: (1) are based on a law enforcement purpose or reason which is non-discriminatory, or which justifies different treatment; or (2) consider a person’s race, ethnicity, sex, gender identity, sexual orientation, religion, mental or physical disability, immigrations status or socioeconomic or professional level because such factors are an element of a crime.

- ***Suspect Specific Incident:***

An incident in which a police department employee is lawfully attempting to detain, apprehend, or otherwise be on the lookout for one or more specific suspects who have been identified or described in part by national or ethnic origin, gender or race, or any other identifiable group.

Procedures

A. Identification of Non bias-free policing

To identify instances of Non bias-free policing, this department shall:

- Utilize appropriate citizen complaint procedures to document and investigate allegations of Non bias-free policing or other forms of Non bias-free policing filed with the department;
- Utilize systems for the proactive review of performance, complaint and other employment information to assist supervisors in identifying and modifying potentially problematic behavior and to promote professionalism in this department.

B. Training

All enforcement personnel shall receive initial training upon hire, and annual training in diversity awareness and bias-free policing practices and the standards established by this policy. [1.2.9b](#)

Such training shall include:

- The dissemination of this policy to all employees;
- Instruction in legal aspects of Non bias-free policing; and [33.5.1](#)
- Supervisors shall be trained initially upon promotion, and retraining at least every three years, to monitor employee conduct to ensure that the standards of this policy are being carried out by employees under their supervision.

C. Corrective Measures [1.2.9c](#)

To enforce the provisions of this policy, this department shall:

- Take appropriate action to address documented incidents of Non bias-free policing.
- Employees who appear to be engaged in intentional or unintentional acts of non bias-free policing shall receive additional training, guidance, supervision or review of enforcement activities as deemed appropriate by the Chief.

D. Administrative Review [1.2.9d](#)

A command staff member designated by the Chief shall conduct an annual administrative review of department practices and citizen concerns. The purpose of the annual administrative review is to reveal patterns or trends that might indicate a need for training, policy modification, and/or corrective measures.

The findings will be reported to the Chief, and will include such data as:

- Traffic Contacts;
- Field Contacts;

- Citizen Concerns
- Asset Seizures; and
- Asset Forfeitures.