

Columbus Police Division Directive	EFFECTIVE	NUMBER
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Bias-Based Policing		



I. Introduction

- A. A fundamental right guaranteed by the Constitution of the United States to all persons in this nation is equal protection under the law. Additionally, citizens and non-citizens alike have the fundamental right to be free from unreasonable searches and seizures by governmental agents. The Columbus Division of Police is charged with protecting these rights for all.
- B. Profiling, in and of itself, is not inappropriate when used legally and for a legitimate law enforcement purpose. However, bias-based profiling illegally infringes on the rights of others and will not be tolerated by the Division.

II. Definitions

A. Bias-Based Profiling

Stopping, questioning, searching, detaining, or arresting, or the seizure of assets or attempt to forfeit property, based solely on the person's race, sex, sexual orientation, gender identity or expression, color, religion, ancestry, national origin, age, disability, family or military status, or any other status that is protected by federal, state, or local law or ordinance.

B. Reasonable Suspicion

A legal standard that a person has been, is, or is about to be engaged in criminal activity based on specific and articulable facts and inferences.

C. Probable Cause

Facts and circumstances within an officer's knowledge that are sufficient to warrant a prudent person to believe a suspect has committed or is committing a crime.

III. Policy Statements

- A. Division personnel shall not engage in bias-based profiling, shall only stop or detain a person for an articulable reason, and shall advise that person of the reason for the stop or detention as soon as practical and prior to the termination of the contact. A person's race, sex, sexual orientation, gender identity or expression, color, religion, ancestry, national origin, age, disability, family or military status, or any other status that is protected by federal, state, or local law or ordinance shall not be a factor in determining probable cause for an arrest or reasonable suspicion for a stop, except when based on specific credible information containing a physical description of a suspect in a criminal or traffic offense.

- B.** By March 1 of each year, the **Professional Standards Bureau** Commander shall submit a finalized, **written administrative review of the Division's activities with the potential for bias including, but not limited to, traffic and field contacts, asset forfeiture efforts, citizen complaints, and any corrective measures taken.**
- C.** Sworn Division personnel shall receive **initial training as a recruit** and **subsequent** annual **refresher** training on bias-based profiling and related legal issues.