

Lansing Community College Police Department
General Order

GO #: 10

Bias Based Profiling Prohibited

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Bias Based Profiling Prohibited

PURPOSE:

The purpose of this General Order is to put all officers on notice that bias based profiling will not be tolerated.

DISCUSSION:

Profiling as a law enforcement tool can be effective. For example, developing a profile of a suspect based upon common elements observed from a series of crimes (modus operandi) is appropriate and useful. Proper use of profiling focuses on behavior, conduct, or other information specific to the crime(s) being investigated.

Profiling based upon bias toward a trait common to a group of people is not appropriate and prohibited by this Department. Bias profiling based upon traits could include, but limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age, or other identifiable traits.

ENFORCEMENT:

The Department Administration may periodically spot check officer's enforcement activity for signs of bias profiling. If signs of bias profiling are detected, an Internal Affairs Investigation will be initiated to determine if bias profiling has or is occurring. Sustained charges of bias profiling shall be grounds for disciplinary action.

IMPLICIT BIAS:

Implicit bias describes the automatic association people make between groups of people and stereotypes about those groups. Under certain conditions, those automatic associations can influence behavior—making people respond in biased ways even when they are not explicitly prejudiced.

In the context of criminal justice and community safety, implicit bias has been shown to have significant influence in the outcomes of interactions between police and citizens.

Implicit bias in policing tend to focus on implicit racial biases; however, implicit bias can be expressed in relation to non-racial factors, including gender/gender identity, age, religion, or sexual orientation. As with all types of bias, implicit bias can distort one's perception and subsequent treatment either in favor of or

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against a given person or group. In policing, this has resulted in widespread practices that focus undeserved suspicion on some groups and presume other groups innocent.

LCC PD strives to be mindful of implicit biases and to reduce its influence in decision making/interactions with our community. By being mindful and educating ourselves we will build better relationships and trust with our community we serve and protect.

Issued By:	Chief William French
Effective Date:	06-01-10
IACLEA Standards:	
Rescinds GO #:	
Amended:	
Reviewed:	03/30/2020
Rescinded Date:	

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