

HIGHLAND PARK ISD

DISTRICT POLICE DEPARTMENT GENERAL ORDERS

NUMBER: 600

SUBJECT: IMPARTIAL POLICING

Date of Issue:

Effective Date:

Amends:

Rescinds

I. POLICY:

Race, ethnicity, religion, gender, or sexual orientation of an individual shall not be a factor in determining the existence of probable cause to take into custody or to arrest an individual or in constituting a reasonable and articulable suspicion that an offense has been or is being committed so as to justify the detention of an individual or the investigatory stop of a motor vehicle or pedestrian.

II. DEFINITIONS:

Illegal profiling - A law enforcement initiated action based on an individual's race, ethnicity, national origin, religion, gender or sexual orientation rather than on the individual's behavior or on information identifying the individual as having engaged in criminal activity.

Illegal profiling does not include the reliance on race or ethnicity in combination with other identifying factors when an officer is attempting to apprehend a specific subject whose race or ethnicity are part of the description of the suspect.

III. PROCEDURES:

- A. No employee shall engage in illegal profiling.
- B. The race, ethnicity, religion, gender, or sexual orientation of an individual shall not be a factor in determining the existence of probable cause to take into custody or to arrest an individual, or reasonable suspicion to justify the investigatory detention of an individual.
- C. All investigatory stops of a motor vehicle and all consents to search will be

documented on a Traffic Stop Form per Code of Criminal Procedure Article 2.133.

- D. Traffic Stop forms shall be turned in to the Department Administrative Assistant. The Administrative Assistant shall enter all data in a manner that allows retrieval of data compilation of an annual report.

The following information will be collected for all traffic and pedestrian stops during which a citation is issued or an arrest results:

1. race or ethnicity of the individual detained; and
2. whether a search was conducted and, if so, whether the person detained consented to the search; and
3. whether the peace officer knew the race or ethnicity of the individual detained before detaining that individual.
4. Prior to March 1st of each year, a report detailing this information for the previous calendar year shall be presented to:
 - a. the Texas Commission on Law Enforcement; and
 - b. the Superintendent and the Board of Trustees.

(This report will also contain a comparative analysis of the data collected)

- E. All complaints related to illegal profiling will be handled per General Order 400, entitled "Discipline." Corrective action including, but not limited to, training, counseling, verbal warning, written warning, written reprimand, suspension, demotion, and/or termination will be taken against an employee who, after investigation, is shown to have engaged in illegal profiling in violation of this General Order.
- F. Public education regarding the process by which citizens may make complaints to the District Police Administrators regarding illegal profiling as well as any other violation of law or policy shall be accomplished by news releases as deemed necessary by the Chief of Police, by the publication of brochures detailing the process (English and Spanish) and by the posting of this General Order on the Department's website.