	<b>NEW PALTZ POLICE DEPARTMENT</b> <b>Policy and Procedures</b>	
	<i>Subject</i> <b>141.0 Bias-Based Policing</b>	
	<b>ISSUED: March 4, 2022</b>	<b>EFFECTIVE: March 4, 2022</b>
	<b>REVISED:</b>	<b>RESCINDED:</b>
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### **Bias-Based Policing**

#### **141.1 PURPOSE**

This policy provides guidance to department members that affirms the New Paltz Police Department'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 department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach and partnerships).

#### **141.2 DEFINITIONS**

1. Bias-based policing - An inappropriate reliance on actual or perceived 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.

#### **141.3 POLICY**

The New Paltz Police Department is committed to providing law enforcement services to our community with due regard for the racial, cultural, or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.


#### **141.3 BIAS-BASED POLICING PROHIBITED**

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an officer 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.

#### **141.4 MEMBER RESPONSIBILITIES**

Every member of this department shall perform their duties in an objective, fair and impartial manner and is responsible for promptly reporting any suspected or known instances of bias-based

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policing to a supervisor. Members shall, when reasonable to do so, intervene to prevent any bias-based actions by another member.

### **141.5 REASON FOR CONTACT**


1. Members contacting a person shall articulate sufficient reason for the contact, in compliance with NPPD Policy and Procedure 137.0, Right to Know, independent of the protected characteristics of the individual.
2. To the extent that written documentation would otherwise be completed (e.g., Incident Supplemental, Case Supplemental, Arrest Report, UTT), members shall include those facts giving rise to the contact, as outlined in NPPD Policy and Procedure, 137.0 Right to Know.
3. Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

### **141.6 REPORTING TRAFFIC STOPS**

Members shall articulate the reason for the traffic stop as outlined in NPPD Policy and Procedure 137.0 Right to Know and document the gender, race, and reason for the stop whether a summons was issued, or a business card was provided and indicate whether their body worn camera was activated in an Incident Supplemental in compliance with NPPD Policy and Procedure 47.1 Enforcement of Traffic Violations.

### **141.7 SUPERVISOR RESPONSIBILITIES**

1. Supervisors should monitor those individuals under their command for compliance with this policy and all associated policies.
2. Supervisors shall handle any alleged or observed violations in accordance with NPPD Policy and Procedure 14.4 Disciplinary System.
  - a. Supervisors should discuss any issues with the involved officer in a timely manner.
  - b. Supervisors shall document these discussions, in the prescribed manner.
3. Supervisors shall view at least two (2) in-car/body worn camera videos per week, along with reviewing Incident and Case Supplemental reports and any other available resource used to document contact between officers and the public to ensure compliance with this policy.
  - a. Supervisors shall document the camera reviews in the electronic BWC Review file.
  - b. Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
4. Supervisors shall initiate investigations of any actual or alleged violations of this policy.
  - a. Supervisors will make prompt notification to the Lieutenant
5. Supervisors shall take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

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### **141.7 ADMINISTRATION**

1. The department administration should review the efforts of the Department to provide objective, fair and impartial policing and when applicable submit an appropriate report, including public concerns and complaints, to the Police Commission. The report should not contain any identifying information about any specific complaint, member of the public or officer. It should be reviewed by the Police Commission to identify any changes in training or operations that should be made to improve service.
2. Supervisors should review the report and discuss the results with those they are assigned to supervise.

### **141.8 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Chief or their designee.