

## EXHIBIT B

### **BIAS-FREE POLICING**

#### **I. POLICY**

The purpose of this Bias Free Policing Policy is to reaffirm the Prince George's County Police Department's commitment to fair, impartial and bias-free policing.

#### **II. CHECKLIST (N/A)**

#### **IV. FORMS (N/A)**

#### **V. PROCEDURES**

1. **Equitable and Respectful.** The Department is committed to delivering police services in a manner that is equitable, respectful, and free of bias, while promoting community engagement and confidence in the Department.
2. **Courtesy and Professionalism.** The Department expects all personnel to treat all members of the Prince George's community with courtesy, professionalism, and respect, and not to use harassing, intimidating, derogatory or profane language.
3. **Bias Free.** Department personnel shall not engage in bias-based policing. Biased policing is not acceptable under the mission or the values of the Department. Biased policing undermines legitimate law enforcement efforts, alienates community members and fosters community distrust.
  - 3.1. Bias-based policing is the different treatment of any person by officers motivated by any characteristic of protected classes under state, federal, and local laws as well as other discernible characteristics of an individual. Such "discernible personal characteristics" include, but are not limited to:
    - 3.1.1. Age
    - 3.1.2. Disability status
    - 3.1.3. Economic status
    - 3.1.4. Familial status
    - 3.1.5. Gender
    - 3.1.6. Gender identity
    - 3.1.7. Homelessness
    - 3.1.8. Mental illness
    - 3.1.9. National origin
    - 3.1.10. Political ideology
    - 3.1.11. Race, ethnicity, or color
    - 3.1.12. Religion

- 3.1.13. Sexual orientation
  - 3.1.14. Veteran status
  - 3.1.15. Social status
4. Except as provided in section 4.1 and section 5, including all subparagraphs, Department personnel may not rely, to any degree, on the characteristics listed in Section 3.1. while conducting investigations.
- 4.1. Department personnel may not rely, to any degree, on the characteristics listed in Section 3.1 in determining reasonable suspicion or probable cause, except as part of a subject description.
5. Department personnel may consider the above listed characteristics in limited circumstances.
- 5.1. Department personnel may take into account the discernible personal characteristics of an individual for investigative purposes and in establishing reasonable suspicion or probable cause only when the characteristic is part of a specific suspect description when credible intelligence relevant to the locality and time frame links a specific person or people to a specific unlawful incident, or to specific unlawful incidents, criminal patterns or schemes.
- 5.1.1. Department personnel must articulate specific facts and circumstances that support their use of such characteristics in establishing reasonable suspicion or probable cause.
  - 5.1.2. Department personnel may consider these demographic factors in developing activities designed to strengthen the Department's relationship with its diverse communities.
  - 5.1.3. Department personnel are expected to consider relevant personal characteristics of an individual when determining whether to provide services designed for individuals with those characteristics (e.g., behavioral crisis, homelessness, addiction, etc.).
6. Department personnel shall not express - verbally, in writing, or by other gesture - any prejudice or derogatory comments concerning discernible personal characteristics.
7. No Department employee shall retaliate against any person who, in good faith, initiates or provides information or testimony related to an investigation, prosecution, litigation or hearings related to the Department or Department employees, regardless of the context in which the allegation is made, or because of such person's participation in the complaint process as a victim, witness, investigator, decision-maker or reviewer.
8. It is the duty of Department employees who have observed or are aware of others who have engaged in bias-based policing to specifically report such incidents to a supervisor, providing all information known to them, before the end of the shift during which they make the observation or become aware of the incident.

9. Supervisors, commanders and civilian managers have an individual obligation to ensure the timely and complete review and documentation of all allegations of violation of this policy that are referred to them or of which they should reasonably be aware.
10. Violations of this policy and the principles stated herein will not be tolerated.
  - 10.1. Department personnel who engage in, ignore, or condone bias-based policing will be subject to discipline.
  - 10.2. Supervisors and commanders who fail to respond to, document and review allegations of bias-based policing will be subject to discipline.
11. Training and Compliance
  - 11.1. Personnel shall receive training in procedural justice (i.e. impartial policing, transparent policing, and fair policing).
  - 11.2. Supervisors shall ensure that all personnel in their command are familiar with the content of this policy and will be alert and respond to indications that biased policing is occurring.
  - 11.3. Violations of this policy shall result in discipline, retraining, counseling or other remedial intervention as appropriate to the violation.
  - 11.4. There shall be an annual administrative review of Department practices including citizen concerns by Office of Integrity and Compliance.

#### **GOVERNING LEGISLATION & REFERENCE**

[INSERT by Planning and Research].