



# PROHIBITION REGARDING RACIAL PROFILING AND OTHER BIAS BASED POLICING



ISSUE DATE:	01 December 2017	EFFECTIVE DATE:	01 December 2017
RESCINDS:	31 October 2017 Version		
INDEX CATEGORY:	Human Rights and Community Partnerships		

## I. PURPOSE

This directive:

- A. further defines Department policy regarding the proper treatment of all persons by Department members;
- B. specifically prohibits "[racial profiling or other bias based policing](#);" and
- C. satisfies CALEA Law Enforcement Standards Chapter 1.

## II. POLICY

- A. The Chicago Police Department expressly prohibits "[racial profiling or other bias based policing](#)."
- B. The Chicago Police Department is committed to observing, upholding, and enforcing all laws relating to the individual rights of all persons. Department members will respect and protect each person's human rights and comply with all laws relating to human rights.
- C. In addition to respect for those human rights prescribed by law, Department members will treat all persons with the courtesy and dignity which is inherently due every person as a human being. Department members will act, speak, and conduct themselves in a professional manner and maintain a courteous attitude in all contacts with the public.
- D. It is a fundamental duty of every Chicago Police Officer to be vigilant in the investigation of unusual or suspicious occurrences, detect violations of the law, safeguard lives and property, guarantee all persons fair and equal treatment under the law, and ensure that the rights of all persons are protected. In meeting these duties the Department remains committed to working actively with all communities within the City.

## III. INDIVIDUAL RESPONSIBILITIES

- A. Members of the Chicago Police Department are expressly prohibited from engaging in "[racial profiling or bias based policing](#)" activities.
- B. Members making routine or spontaneous law enforcement decisions, such as investigatory stops, traffic stops and arrests, may not use race, ethnicity, color, national origin, ancestry, religion, disability, gender, gender identity, sexual orientation, marital status, parental status, military discharge status, financial status, or lawful source of income, except that officers may rely on the listed characteristics in a specific suspect description.
- C. Members, when determining if reasonable suspicion for a traffic or street stop exists, or when developing probable cause for an arrest, may consider the factors listed in Item III-B of this directive when one or more of those factors are part of the description of a known or suspected offender wanted in connection with a specific criminal or quasi-criminal incident.
- D. Members must be able to clearly articulate the specific police or public safety purpose of any traffic or street stop.
- E. Members will immediately report any observed violations of the policies and procedures established under this directive to a Department supervisor.

#### IV. SUPERVISORY RESPONSIBILITIES

- A. Supervisors will monitor the adherence to the policies and procedures established under this directive by all subordinates.
- B. Supervisors will initiate an investigation, in accordance with the procedures established under the directive entitled, "**Complaint and Disciplinary Procedures**," into all:
  - 1. violations of the policies and procedures established under this directive that are directly observed; and
  - 2. allegations of a violation of the policies and procedures established under this directive received from any person.

#### V. TRAINING

- A. The Deputy Chief, Education and Training Division will ensure that the policies and procedures established under this directive are fully incorporated into:
  - 1. the basic recruit training curriculum; and
  - 2. all in-service training regarding courtesy and demeanor, determining reasonable suspicion, establishing probable cause for arrest, the rights of the accused, search and seizure and related courses.
- B. Designated unit supervisors will ensure that all roll call training is fully consistent with the policies and procedures established under this directive.

#### VI. REVIEW

- A. A documented administrative review of the policies and procedures established under this directive will be conducted annually by the Bureau of Internal Affairs.
- B. The Bureau of Internal Affairs will consult with the Integrity Section of the Inspections Division, Office of Legal Affairs, and the Bureau of Patrol when reviewing the following:
  - 1. citizen's complaints associated with bias-based policing;
  - 2. policy recommendations, if necessary; or
  - 3. training recommendations, if necessary.
- C. A final report will be submitted to the Office of the Superintendent with the unit's findings and recommended actions.

(Items indicated by *Italic/double underline* were added or revised)

Eddie T. Johnson  
Superintendent of Police

T17-109 JAB

#### GLOSSARY TERMS:

- 1. **Racial Profiling or Other Bias-Based Policing**

In making routine or spontaneous law enforcement decisions, such as investigatory stops, traffic stops and arrests, Chicago Police Department officers may not use race, ethnicity, color, national origin, ancestry, religion, disability, gender, gender identity, sexual orientation, marital status, parental status, military discharge status, financial status, or lawful source of income to any degree, except that officers may rely on the listed characteristics in a specific suspect description.