


<p>RABUN COUNTY SHERIFF'S OFFICE</p>  <p>General Order Number: 4.46</p>	<p>Date of Issue</p> <p>2/23/2016</p>	<p>Effective Date</p> <p>2/23/2016</p>	<p>Revision Date</p>
<p>Subject: BIAS BASED PROFILING</p>	<p>Amends:</p>	<p>Rescinds:</p>	
<p>Index as: Bias Based Profiling</p>	<p>State Certification Standards: 1.25</p>		
<p>Special Instructions:</p>			

PURPOSE

To establish a written policy that prohibits the use of bias based profiling by law enforcement officers of the Rabun County Sheriff's Office.

STATEMENT OF POLICY

It shall be the policy of the Rabun County Sheriff's Office to prohibit the practice of bias based profiling by officers of this agency in traffic stops, field contacts or asset seizure and forfeiture efforts.

DISCUSSION

Law enforcement effectiveness requires public trust and confidence. Diverse communities must have faith in the fairness of the agency. Officers must perform their duties and apply the law impartially and without prejudice or discrimination.

It is the practice of this agency to patrol, in a proactive manner, to aggressively investigate suspicious persons and circumstances, and to actively enforce the law. Citizens will only be stopped or detained when there exists reasonable suspicion to believe an infraction of the law has occurred.

DEFINITION

BIAS BASED PROFILING — The selection of an individual(s) based solely on a trait common to a group for enforcement action. This includes, but is not limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group or any other identifiable group.

I. GENERAL

- A. All officers shall exercise their law enforcement powers in a manner that does not discriminate against individuals based on race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group or any other identifiable group.
- B. No officer shall endorse or act upon stereotypes, attitudes or beliefs in a manner that could result in discriminatory or unlawful acts. Bias based profiling may subject the officer to civil and or criminal liability.
- C. Traffic stops will be based solely on the violation observed, without prejudice or discrimination of the vehicle's occupants when considering to stop or search a vehicle.
- D. There will be a documented annual administrative review of the department's practices in regards to compliance with this policy, to include any citizen concerns.

II. TRAINING

It is the responsibility of the Training Unit to:

- A. Develop and deliver training to all officers in bias based profiling issues, including legal aspects;
- B. Properly document all training received.

III. DISCIPLINARY ACTION

- A. The Rabun County Sheriff's Office shall conduct periodic performance reviews of officer conduct to ensure compliance with this policy. This may be done on a random basis and should be done at least semi-annually by the Internal Affairs officer.
- B. Consistent with any complaint of police misconduct, this agency will contact the reporting citizen alleging a violation of this policy and advise them of the disposition and departmental action taken by the agency regarding the citizen's complaint of bias based profiling.
- C. Members of the agency found to be in violation of this policy will be subject to disciplinary action.



By Order of the Sheriff: **Chad K. Nichols**
Sheriff, Rabun County