
 <p style="text-align: center;">University of Pittsburgh Police Department</p> <p style="text-align: center;">Rules &amp; Regulations Manual</p>	<b>Reference Number: (Chapter / Section)</b>	1 – 14 PLEAC 1.8.3a, 1.8.3b, 1.8.3c, 1.8.3d
	<b>Issue Date:</b>	05-01-09 Reviewed: 12/2018
	<b>Effective Date</b>	05-01-09
	<b>Rescinds:</b>	All Previous
	<b>Amends:</b>	N/A
<b>Title:</b>	 By Order of James R. Loftus, Chief of Police	

## **1.0 Policy**

It is the policy of the University of Pittsburgh Police Department that members shall not use bias based profiling practices. The use of bias based profiling may lead to allegations of violations of the constitutional rights of the citizens we serve, undermines the legitimate law enforcement efforts, and leads to claims of civil rights violations. Additionally, bias based profiling alienates citizens, fosters distrust of law enforcement by the community, invites media scrutiny, legislative action, and judicial intervention. It is the purpose of this policy to provide members with guidelines on Bias Based Profiling.

## **2.0 Definitions**

*Bias based policing* - also known as “racial profiling or bias based profiling,” is any traffic stop, field contact, vehicle search, asset seizure/forfeiture, or enforcement action based solely on a common trait of a group. Common traits include, but are not limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group or any other identifiable groups.

## **3.0 Procedures**

### *A. Bias Based Profiling*

The University of Pittsburgh Police Department does not condone the use of bias based profiling in its enforcement actions, including traffic contacts, field contacts, vehicle searches and in asset seizure and forfeiture efforts. All members shall focus attention on a person's conduct or other specific suspect information. The selection of individuals based solely on a common trait of a group, such as but not limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age or culture, shall be prohibited.

(PLEAC 1.8.3a)

B. *Bias Based Profiling Training*

All sworn members will receive initial and periodic in-house training, at least once every three years, in bias based profiling. The training will address bias based profiling issues including legal aspects.

(PLEAC 1.8.3b)

C. *Corrective Measures*

All allegations of bias based profiling will be investigated through an internal investigation. Any substantiated allegations of bias based profiling will result in a corrective action, which may include training, disciplinary action, or possible dismissal from the Department.

(PLEAC 1.8.3c)

D. *Administrative Review*

The Chief of Police, or his designee, shall conduct an annual administrative review of departmental practices to include citizen concerns and analysis of any bias based profiling complaints.

(PLEAC 1.8.3d)