



SPRINGFIELD TOWNSHIP POLICE DEPARTMENT
Wyndmoor, Pennsylvania

Policy 1-09

Policy Title: Bias Based Profiling

Date of Issue: December 1, 2022

Rescinds: None

By Authority of:

Chief of Police

I. Purpose

The purpose of this policy is to provide employees with guidelines on Bias-Based Profiling.

II. Policy

It is the policy of the Springfield Township Police Department that employees shall not use bias-based policing practices. The use of bias-based profiling may lead to allegations of violations of the constitutional rights of the citizens we serve, undermines legitimate law enforcement practices, and leads to claims of civil rights violations. Additionally, bias based profiling alienates citizens, fosters distrust of law enforcement by the community, and invites media scrutiny, legislative action, and judicial intervention.

III. 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.

IV. Procedures

- A. Bias-Based Profiling - The Springfield Township 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 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.

- 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.
- C. Corrective Measures - All allegations of bias-based profiling will be investigated via the department's internal investigation system upon receipt of a written complaint. Any substantiated allegations of bias-based profiling shall result in corrective action. The corrective action may include disciplinary action and training.
- D. Administrative Review - The Chief of Police, or his designee, shall conduct an annual administrative review of agency practices to include data related to department compliance with bias-based policing directives and any citizen concerns or complaints that have been received.