



WHITEMARSH TOWNSHIP POLICE DEPARTMENT Lafayette Hill, Pennsylvania	
General Order <input checked="" type="checkbox"/> Special Order <input type="checkbox"/>	ORDER NUMBER 1.8.3

Subject: Bias Based Profiling		
Relevant Pennsylvania Law Enforcement Accreditation Commission Standards: 1.8.3		
Date of Issue August 9, 2024	Effective Date August 9, 2024	Expiration Date Until Amended or Rescinded
Amends General Order 1.8.3 of October 5, 2020	Rescinds	
Authorization: Chief Christopher P. Ward		
Distribution 1. General Order Manuals 2. Master Directives File 3. Training Verification for all Personnel		

I. Purpose

The purpose of this general order is to provide guidance on eliminating bias in law enforcement actions.

II. Policy

It is the policy of the Whitemarsh Township 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.

III. Definitions

Bias-based Profiling: The selection of an individual 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.

IV. Procedure

A. Bias-Based Profiling

1. The Whitemarsh Township Police Department does not condone the use of bias-based profiling. Officers are prohibited from stopping, detaining, searching, or arresting anyone solely because of the person's race, ethnicity, gender, sexual orientation, religion, economic status, age, or cultural group. These characteristics, however, may form part of reasonable suspicion or probable cause when officers are seeking a suspect with one or more of these attributes.

(PLEAC 1.8.3-A)

2. All investigatory detentions, traffic stops, arrests, searches, and seizures shall be based upon the standard of reasonable suspicion or probable cause as required by the Fourth Amendment of the U.S. Constitution and state law.

B. Training

1. Officers will receive initial and periodic training on bias-based profiling. Refresher training will be provided at least annually.

(PLEAC 1.8.3-B)

C. Corrective Measures

1. All allegations of bias-based profiling shall be investigated in accordance with General Order 2.3.1-Complaint Review Policy-Internal Affairs. Any substantiated allegations of bias-based profiling will result in corrective action. Corrective action may include discipline and training.

(PLEAC 1.8.3-C)

D. Statistical Information

1. In an effort to monitor potential bias-based profiling tactics, the following statistical information on drivers stopped for motor vehicle violations shall be identified and recorded in RMS:

a) Race of Driver

- i. A - Asian
- ii. B - Black or African American
- iii. I - American Indian or Alaska Native
- iv. P - Native Hawaiian or Other Pacific Islander
- v. U - Unknown
- vi. W - White

b) Gender of driver

c) Reason for the stop

E. Administrative Review

1. The Chief of Police, or his designee, shall conduct and document an annual administrative review of the department's compliance with this policy, analysis of statistical information, and any citizen concerns or complaints that have been received.

(PLEAC 1.8.3-D)