

# Racial Profiling & Biased Policing

*“It’s wrong, and we will end it in America. In so doing, we will not hinder the work of our nation’s brave police officers. They protect us every day – often at great risk. But by stopping the abuses of a few, we will add to the public confidence our police officers earn and deserve.”*

— President George W. Bush, Feb. 27, 2001, as quoted  
on the U.S. Department of Justice Fact Sheet regarding Racial Profiling

## ***What is Bias-Based Policing?***

Bias-Based Policing is the use of race or ethnicity, color, gender, gender identity, sexual orientation, age, disability, political affiliation, national origin, economic status or cultural group as the sole basis for detention, interdiction, or other disparate treatment in law enforcement activities, *except that* officers may take action based on reasonable suspicion or probable cause including taking into account specific characteristics if a specific suspect description exists.

## ***What is Racial Profiling?***

Racial profiling is the detention, interdiction or other disparate treatment of any person on the basis of their racial or ethnic status or characteristics.

## ***Our Department’s Racial Profiling and Biased Policing Policy:***

The Sergeant Bluff Police Department’s policy prohibits racial profiling and bias-based policing by all of our officers and provides officers guidelines to prevent any such occurrence. All members of our Department are responsible for ensuring that our activities are carried out in accordance with this policy.

## ***How to File A Complaint?***

If you believe that you have been subject to racial profiling or bias-based policing by an officer of the Sergeant Bluff Police Department, you may file a complaint with the Department. You may also file a complaint with the Iowa Civil Rights Commission. For additional information regarding the Commission and instructions on how to file a complaint, you may call the Commission toll free at 1-800-457-4416 or review the Commission’s website: <http://www.state.ia.us/government/crc/>

## ***What Happens After I File A Complaint?***

Once a complaint is filed with the Sergeant Bluff Police Department, the shift supervisor of the officer whose behavior is complained of shall be immediately notified. The Department will then review the complaint and investigate the situation. This may include seeking further information from the complaining party, the officer and any other persons involved. At the conclusion of the investigation, a written report will be completed documenting the complaint and the outcome of the investigation. The complainant will be informed of the results of the review within a reasonable period of time by the shift supervisor or the Chief of Police.