



Unbiased Policing

Issue Date:	9/23/2016	Effective Date:	6/1/2019
Review Date:	5/31/2020	Number of Pages:	3
Rescinds:	None		
IACLEA Standards:	4.1.3		

I. Purpose

To establish a guiding principle regarding the fair and equal treatment of people regardless of age, ethnicity, color, race, religion, sex, sexual orientation, gender identity, marital status, national origin, socio-economic status, disability status or protected veteran status, or any other identifiable group.

II. General Order

The Indiana University Police Department (IUPD) strictly prohibits bias-based profiling under any circumstances, including traffic contacts, field contacts, in asset seizure and forfeiture efforts, or any other enforcement related activity.¹

III. Definition

Bias-Based Profiling: Enforcement action against an individual or a group based solely on an actual or perceived trait common to a group. This includes but is not limited to: age, ethnicity, color, race, religion, sex, sexual orientation, gender identity, marital status, national origin, socio-economic status, disability status or protected veteran status, or any other identifiable group.²

- A. Officers may take into account the above listed traits or other characteristic(s) of a specific suspect or suspects based on credible, reliable, locally-relevant information that links a person or a specific group to a particular criminal incident or specific series of crimes in an area to a group of individuals of a particular background, or other specific characteristic(s).
- B. Officers must have a reasonable suspicion, able to be specifically articulated based on the person’s conduct or other specific suspect information, that the person contacted regarding their identification, activity, or location has been, is, or is about to commit a crime; or presents an imminent threat to the safety of themselves or others.

IV. Training

- A. Department personnel will receive entry-level, as well as biennial training, on bias-based profiling.³

¹ IACLEA 4.1.3 Bias Based Profiling Prohibited

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- B. Additional diversity and sensitivity training may be designated for Officers as needed.

V. Investigation & Corrective Action of Complaint

- A. It is the duty of all personnel to report allegations of bias-based profiling through the chain-of-command.
- B. A Supervisor, upon receipt of information or a complaint of bias-based profiling or discriminatory practice, will begin an investigation.⁴
 - 1. The Supervisor will make notification through the chain-of-command to the Division Chief, of all complaints of bias-based profiling or discriminatory practice.
- C. If an agency member is found to have violated this General Order, they will be subject to corrective action and administrative sanctions as outlined by applicable Indiana University policy.
- D. Violations of law will form the basis for corrective action and administrative sanctions, and may be the basis for civil and criminal sanctions.

VI. Review of Complaints

- A. An annual review of all investigated complaints will be conducted, and reviewed by the Superintendent of Public Safety to identify trends or training needs.⁵
 - 1. The review and regular training of Department personnel reflects our commitment to providing the highest level of service to all community members and constituencies.

⁴ IACLEA 4.1.3 Bias Based Profiling Prohibited

⁵ IACLEA 4.1.3 Bias Based Profiling Prohibited



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General Order G4.1.3

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VII. Related Information

Indiana University Police Department:

G03-03 *Personnel and Administrative Complaints*

Indiana University:

UA-01 *Non-Discrimination/Equal Opportunity/Affirmative Action Policy*:
<https://policies.iu.edu/policies/ua-01-equal-opportunity-affirmative-action/index.html>

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