Purpose
To provide the Indiana University Police Department (IUPD) with guiding principles 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.

General Order
The IUPD strictly prohibits bias-based enforcement activity. All officers will receive training on bias-based profiling. All complaints of bias-based enforcement activity will be investigated. An annual review of all complaints will be completed.

Definition
Reasonable Suspicion – specific reasonable inferences which an officer is entitled to draw from the facts based upon the officer’s experience.

Defining biased policing and/or enforcement (4.1.3 a)
Bias Policing – 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.

- Officers may consider 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).
- 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.

Prohibition of any biased policing (4.1.3 b)
The IUPD strictly prohibits any biased policing including, but not limited to, traffic contacts, field contacts, in asset seizure and forfeiture efforts, or any other enforcement related activity.

Entry-level and annual training (4.1.3 c)
All IUPD employees will receive entry-level, as well as annual, training on the prohibition against biased profiling.

Additional diversity and sensitivity training may be assigned to IUPD employees by the director for professional standards and education or their designee.
Indiana University Police Department
Chapter 4 – Conduct and Professional Standards
Sub-Chapter - 4.1 – Professional Conduct

4.1.3 Bias Free Policing

Investigating complaints of biased enforcement activity (4.1.3 d)
It is the duty of all personnel to report allegations of bias-based profiling through the IUPD Professional Standards System (PSS).

A supervisor, upon receipt of information or a complaint of bias-based profiling or discriminatory practice, will gather initial information and complete a report in the PSS. The director for professional standards and education will then evaluate the information and follow appropriate next steps as outlined in G4.2.1 Complaint Investigations.

Annual review of all investigated complaints (4.1.3 e)
A report of all complaints that allege a violation of this general order will be produced each calendar year by the director for information technology and systems or their designee and delivered to the superintendent for public safety for review to identify trends or training needs.

The IUPD will retain a written acknowledgement from the superintendent for public safety that the annual report was received and reviewed. (4.1.3 f)

Related Information
Indiana University
• UA-01 Non-Discrimination/Equal Opportunity/Affirmative Action Policy

Indiana University Police Department
• G4.2.1 Complaint Investigations

Legal Precedent
• Terry v. Ohio 392 U.S. 1 (1968) – Defines Reasonable Suspicion

Benjamin Hunter (5/2/2022)
Superintendent for Public Safety