Attachment 4: Part 4 of 4
Communication Guidelines

7) Do not engage in racial profiling:
   • It is against the law
   • It violates Department policy
   • It violates your responsibility to treat people equally
   • It diverts us from catching real criminals
   • It alienates us from people who need us
   • It hurts our ability to do our job
Communication Guidelines

8) Avoid assumptions based on a person’s minority affiliation.

9) Be aware of miscommunications resulting from language.

10) Be aware of cultural notions of space.
Communication Guidelines

11) Do not imitate the speech patterns of others:
This will appear disingenuous, artificial, and possibly racist.
Communication Guidelines

12) Do not use terms or words that devalue groups of people.

- When you use them on-duty, you demean people and yourself.
- When you use them off-duty, you build habits that are not easy to turn off at work.
Communication Guidelines

13) Do not tell or tolerate ethnic, racial or sexist jokes.
   • What one person sees as harmless, politically incorrect fun, may be deeply insulting to others

14) Avoid expressing stereotypical assumptions.
   • “He’s Irish but I’ve never seen him drunk”
Communication Guidelines

15) Do not take unfounded accusations of racial or ethnic bias personally.

16) Be courteous.

17) Be self-aware.
Bias Incidents

Bias Incident: Any offense or unlawful act that is motivated, in whole or in part, by the identification of a person or group or location with a particular...
Bias Incidents

- Race
- Religion
- Ethnicity
- Sexual orientation
- Disability*

As determined by the Commanding Officer, Hate Crimes Task Force

*Note: Disability includes physical, medical, mental or psychological impairment, persons with AIDS, and recovering alcoholics and substance abusers who are currently not using drugs or alcohol.
Bias Incidents

Types of bias incidents:

• Harassment
• Property damage
• Physical violence
Bias Incidents

UMOS dispatched to the scene of an incident, which may be a bias incident should:

- Evaluate the condition and take police action appropriate for the stabilization of the area, if necessary
- Determine if possibility exists that offense or unlawful act is motivated by bias or prejudice according to the definition of “Bias Incident” (PG 207-10)
- Request *patrol supervisor* to respond if bias incident is suspected