



KNOXVILLE POLICE DEPARTMENT KNOXVILLE, TENNESSEE



General Order No. 1.41

Subject: Bias Based Policing	Effective Date: July 15, 2002	Revised Date: November 4, 2020
Title: Bias Based Policing	Pages: 3	Distribution: All Members
Cross Reference: CALEA Standard 1.2.9	Chief of Police Approval:	

Purpose

The purpose of this directive is to establish the Knoxville Police Department's commitment to unbiased policing, clarifies the circumstances in which race or affiliation can be used as a factor to establish reasonable suspicion or probable cause, and reinforces procedures that serve to assure the citizens of Knoxville that we are providing service and enforcing laws in a fair and equitable manner.

This general order shall consist of the following sections:

- I. Policy
- II. Definition
- III. Officer Responsibilities
- IV. Review of Agency Practices

I. Policy

It is the policy of the Knoxville Police Department that we are committed to preserving the peace and maintaining order in the City of Knoxville by practicing bias-free policing and respecting the rights and dignity of all citizens.

II. Definition

Bias Based Profiling - The practice of stopping, detaining or searching a person based solely upon a common trait or a group that includes but is not limited to their race, color ethnicity, age, gender sexual orientation, religion, economic status or any other identifiable group characteristic.

III. Officer Responsibilities

- A. All investigative detentions, traffic stops, arrests and searches and seizures of property by officers will be based upon a standard of reasonable suspicion or probable cause as required by the Fourth Amendment of the U. S. Constitution, the Tennessee Constitution, Tennessee statutory authority, or Knoxville City Ordinance. Therefore, bias based profiling by members in traffic contacts, field contacts, and asset seizure and forfeiture efforts is prohibited.
 - 1. Officers may take into account the race, ethnicity or group affiliation of a specific suspect or suspects based upon credible, reliable and/or locally relevant information linking that suspect or group to a particular criminal incident or series of crimes due to their physical characteristics or affiliation with a specific group.
 - 2. Officers must be able to articulate specific facts, conclusions and the totality of the circumstances that support probable cause or reasonable suspicion for an arrest, traffic stop or investigative detention.
- B. In an effort to prevent inappropriate perceptions of bias based law enforcement, officers will utilize the following strategies when conducting pedestrian and vehicle stops:
 - 1. Be courteous, polite and professional.
 - 2. Introduce themselves (providing name and the fact that they are an officer of the Knoxville Police Department) and explain to the citizen the reason for the stop as soon as practical-unless providing

this information will compromise the safety of officers or other persons.

3. Ensure that the length of the detention is no longer than necessary to take appropriate action for the known or suspected offense.
 4. Answer any questions the citizen may have, that are within the authority of the officer to advise, including options for the dispositions of related enforcement action (e.g. city court procedures).
 5. Provide the officer's name and I.D. number when requested.
 6. Explain the credible, reliable and/or locally relevant information that led to the stop or contact when no enforcement actions were taken and/or it is determined that the reasonable suspicion was unfounded (e.g. after a BOLO stop).
- C. Officers will receive initial training and annual training in relation to bias profiling and diversity issues, including legal aspects.
- D. Any officer found to be involved in or practicing inappropriate bias based profiling will be subject to disciplinary action as per the Knoxville Police Department Code of Conduct 1.03, 1.39, or 3.00.

IV. Review of Agency Practices

The Supervisor of the Internal Affairs Unit will be responsible for completing, at least annually, a review of agency practices involving bias based policing to be submitted to the Chief of Police. At a minimum the review will include:

- A. A summary of citizen complaints and/or comments received regarding biased based policing.
- B. A summary of traffic contacts, field contacts, and asset seizure and forfeiture efforts.
- C. An overview of training conducted.
- D. Recommendations, if any, for changes in procedures and practices.