

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**

**THE
END**