



# Temple University Department of Public Safety

## POLICIES AND PROCEDURES

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| <b>Subject:</b><br>Fair and Impartial Policing  |   | <b>Number of Pages:</b><br>4                                    |
| <b>Standard Reference:</b><br>CALEA: 1.2.9  |   |   |
| <b>Issue Date:</b><br>11/20/2024  | <b>Expiration Date:</b><br>Until Amended or Rescinded | <b>Distribution List:</b><br>All Personnel                      |
| <b>Authorized By:</b><br>Jennifer D. Griffin Ph.D.<br>Vice President and Chief<br>Department of Public Safety |   | <b>Signature:</b><br><i>VP/Chief Jennifer D. Griffin, Ph.D.</i> |

### PURPOSE:

The purpose of this policy is to require that all members of the Temple University Department of Public Safety conduct policing in a fair and impartial manner, to clarify the circumstances in which officers can consider personal characteristics when making law enforcement decisions, and to reinforce processes and procedures that enable the Temple University Department of Public Safety to provide services and enforce laws in an equitable and impartial way.

### POLICY:

Employees are prohibited from engaging in biased policing. It is the policy of the Temple University Department of Public Safety to treat all persons in a fair, impartial, equitable, and objective manner, in accordance with the law, and without consideration of their individual demographics as defined in this policy. (CALEA 1.2.9 A)

### DEFINITIONS

**“Biased Policing”:** Discrimination in the performance of law enforcement duties or delivery of police services based on personal prejudices or partiality toward classes of individuals based on specified characteristics.

**Specified Characteristics:** These may include but are not limited to actual or perceived race, ethnicity, national origin, gender, gender identity, sexual orientation, marital status, mental or physical disability, mental illness, religion, socioeconomic status, age, and political affiliation.

## **PROCEDURES:**

### **I. Policing Impartially**

- A.** Officers will enforce the law and provide police services equally, fairly, and without discrimination toward any individual or group.
- B.** As required by law, all enforcement actions by law enforcement officers, such as investigations, detentions, traffic stops, arrests, searches, and seizures, etc., must be based on reasonable suspicion, probable cause, or other relevant exigent circumstances supported by articulable facts, circumstances, and conclusions that support the given action.
  - 1.** Officers may take into account reported race, ethnicity, or other personal characteristics of persons based on credible, reliable, locally relevant, temporally specific information that links a person of specific description to particular criminal incidents and is combined with other identifying information. For example: Victim states the race and gender of the person who attacked them.

### **II. Community Relations**

- A.** A strong partnership between the Temple University Department of Public Safety and the university community is essential to ensuring effective public safety strategies. To promote transparency and trust, officers shall take the following actions when conducting pedestrian and vehicle stops or engaging with members of the campus community, unless circumstances suggest it would be unsafe or inappropriate to do so:
  - 1.** Be courteous and professional;
  - 2.** Introduce themselves to the person (providing name and agency affiliation) and state the reason for the stop as soon as practicable unless providing this information will compromise officer or public safety or a criminal investigation;
  - 3.** Provide name and badge number verbally when requested or in writing, if appropriate;
  - 4.** Answer relevant questions the person may have if doing so will not compromise safety and/or the investigation.

### **III. Handling of Complaints**

- A.** No person shall be discouraged, intimidated, or coerced from filing a complaint, or discriminated against because they have filed such a complaint.
- B.** All complaints of biased policing will be fully investigated and documented.
- C.** Non-supervisory personnel who are contacted by a person who wishes to make a complaint involving biased policing shall notify the on-duty supervisor or if none is available, the officer receiving the complaint shall obtain all relevant information (see this Department's Professional Standards Policy).
- D.** Members who witness or become aware of instances of biased policing shall report the incident to a supervisor. When appropriate, members should intervene at the time of the

incident (see this Department's [Duty to Intervene Policy](#)).

**E. Supervisory Responsibilities**

1. Supervisors shall receive all citizen complaints or allegations of bias-based policing and forward such information in writing in compliance with the Department's Professional Standards Policy to the Vice President/Chief of Police through the Chain of Command.
  2. Supervisors shall monitor the activities of officers under their command to ensure that bias-based policing is not practiced.
- F. Violations of this policy will result in corrective measures that may include remedial training, counseling, reprimand, or formal discipline up to and including termination.

**IV. Training**

- A. Training will be conducted in accordance with this department's Administration of Training Policy.

**V. Administrative Review**

- A. The Vice President/Chief of Police shall ensure an annual administrative review is conducted of data related to this department's compliance with this policy.
- B. The administrative review will serve as a documented annual evaluation of the department's practices, including any citizen concerns and corrective measures taken. This review will determine whether policy, training, equipment, or disciplinary issues need to be addressed and should reflect the data that has been examined. The administrative review should also present a conclusion based on the data, along with recommendations for improvements, if warranted.
- C. Data to be reviewed shall include at a minimum:
1. Information from the agency's demographic data from UCR reports; and
  2. Citizens Complaints alleging bias based policing;
  3. Along with demographic comparison from any two of the following:
    - a) Criminal Arrests;
    - b) Non-Traffic Citations;
    - c) Traffic Citations;
    - d) Field Contacts;
    - e) Response to Resistance Reports;
    - f) On-View Arrests;
    - g) Professional Standards Investigations; or

**h)** Any other information the CEO finds useful in proving compliance.