



MEDFIELD POLICE DEPARTMENT

POLICY NO. 4.10b

BIAS BASED PROFILING

MASSACHUSETTS POLICE
ACCREDITATION STANDARDS
REFERENCED: 1.2.9

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ISSUING AUTHORITY:

Michelle Guerette
Chief of Police

I. GENERAL CONSIDERATIONS AND GUIDELINES

This Department is committed to protecting the constitutional and civil rights of all citizens. Allegations of bias based profiling or discriminatory practices, real or perceived, are detrimental to the relationship between police and the communities they protect and serve because they strike at the basic foundation of public trust. This trust is essential to effective community based policing. Racial and gender profiling are illegal and ineffective methods of law enforcement. Racial profiling results in increased safety risks to officers and citizens and the misuse of valuable police resources. Additionally, such improper methods violate the civil rights of members of the public and may lead to increased exposure to liability. This Department does not endorse, train, teach, support or condone any type of bias, stereotyping or racial and gender profiling by their officers. While recognizing that most officers perform their duties in a professional, ethical and impartial manner, this Department is committed to identifying and eliminating any instances of racial and gender profiling. [1.2.9a]

II. POLICY

A. It is the policy of the department to:

- Provide all people within this community fair and impartial police services consistent with constitutional and statutory mandates;
- Assure the highest standard of integrity and ethics among all our members;
- Respect the diversity and the cultural differences of all people;
- Take positive steps to identify, prevent, and eliminate any instances of bias based profiling by our members; and
- Continue our commitment to community policing and problem solving, including vigorous, lawful and nondiscriminatory traffic enforcement that promotes public safety and strengthens public trust, confidence, and awareness.
- Bias based profiling is prohibited. Except in “suspect specific incidents,” employees are prohibited from considering the race, ethnic origin, gender, sexual orientation, religion, economic status, age, national or cultural group or any identifiable group in deciding to detain a person a person during a field contact; or stop a motor vehicle during a traffic contact; or as a factor in deciding upon the initiation of an asset seizure or forfeiture effort; or in deciding upon the scope or substance of any law enforcement action. [1.2.9a]

III. DEFINITIONS

Bias Based Profiling – The selection of individuals for enforcement action, based solely on a trait common to a group. This includes, but is not limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group or any identifiable group.

Suspect Specific Incident – An incident in which an officer is lawfully attempting to detain, apprehend, or otherwise be on the lookout for one or more specific suspects who have been identified or described in part by national or ethnic origin, gender or race.

IV. PROCEDURES

A. Identification of Profiling

To identify instances of bias based profiling, this department shall:

1. Utilize appropriate citizen complaint procedures to document and investigate allegations of profiling or other forms of bias based profiling filed with the department.
2. Utilize procedures for the proactive review of performance, complaint and other employment information to assist supervisors in identifying and modifying potentially problematic behavior and to promote professionalism in this department;

B. Corrective Measures

To enforce the provisions of this policy, this department shall:

1. Take appropriate action to address documented incidents of bias based profiling;
2. Employees who appear to be engaged in intentional or unintentional acts of bias based profiling shall receive additional training, guidance, supervision or review of enforcement activities as deemed appropriate by the Chief of Police or his designee. [1.2.9 c]

C. Training

All enforcement personnel shall receive initial training upon hire, and annual training in diversity awareness and bias-based profiling practices and the standards established by this policy.

Such training shall include:

- a. The dissemination of this policy to all employees
- b. Instruction in legal aspects of bias based policing; and
- c. Supervisors shall be trained initially upon promotion, and retraining at least every three years, to monitor employee conduct to ensure that the standards of this policy are being carried out by employees under their supervision.[1.2.9b]

D. Administrative Review

A command staff member designated by the Chief of Police shall conduct an annual administrative review of department practices and citizen concerns. The purpose of the annual administrative review is to reveal patterns or trends that might indicate a need for training, policy modification, and/or corrective measures.[1.2.9d]

The findings will be reported to the Chief, and will include such data as:

- a. Traffic Contacts
- b. Field Contacts
- c. Citizen Concerns
- d. Asset Seizures
- e. Asset Forfeitures