

# 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**