Attachment 4: Part 1 of 4

Policing Impartially

Learning Outcomes

- **Explain the effects of bias and prejudice on the evolution of the police profession.**

- **Explain racial profiling as it relates to the law and Department policy.**

- **Describe the guidelines to be followed when communicating with the public.**

- **Explain the response of the police in instances where bias is suspected.**

As police officers, you are required to enforce the law impartially without regard to race, class, ethnicity, culture, gender, age, sexual orientation, disability, citizenship status or housing status.

Perception and Bias

As NYC police officers, you will be exposed to a wide variety of people from a multitude of racial, ethnic, cultural and religious backgrounds.

- **Those who are open to alternative ways of perceiving the world will welcome the experience and appreciate the diversity.**

- **Others may find the exposure unnerving.**

Perception and Bias

- **The Department cannot do anything to change your background.**

- **However, discriminatory words and actions are never acceptable and will not be tolerated.**

Perception and Bias

Without awareness, cultural beliefs and stereotypes filter our perception and influence what and how we see.

Racial Profiling

Within this context, it is important for you to understand the difference between *Racial Profiling* and *Criminal Profiling*…

Racial Profiling

Racial Profiling

Refers to a police officer's decision to make a stop or take other law enforcement action motivated even in part on the actual or perceived race, color, ethnicity, or national origin of the person being stopped, <u>and</u> the officer's decision is not based on a specific and reliable suspect description.