



Bias-Based Profiling Awareness

We want to do the right thing: Because bias-based profiling undermines legitimate law enforcement efforts and fosters distrust of law enforcement in the community, this department has taken a proactive stance on prohibiting such actions. As officers perform their duties, it is imperative that they afford all citizens the constitutional and fundamental right to equal protection under the law. Officers who are found to be in violation of this policy will be subject to corrective actions.

What is the Plantation Police Department's policy on bias-based profiling? It is the policy of the Department to patrol in a proactive manner, to aggressively investigate suspicious persons and circumstances, and to actively enforce the laws of the State of Florida and the City of Plantation. At the same time, this Department insists that citizens will only be stopped or detained when there exists reasonable suspicion to believe they have committed, are committing, or about to commit an infraction of the law.

We are here to protect the community: Law enforcement officers are required to use skills developed through observation, training and experience in order to identify suspicious circumstances, unusual occurrences, and violations of law (municipal ordinance, criminal and traffic), and to act according to the situation. We contact people who, according to our training, experience, and knowledge, are in a place or acting in a way to make us believe that a crime was committed, is about to be committed or is in the process of being committed. This proactive approach aids in the detection and apprehension of criminals, maintains the safety of our streets and neighborhoods and protects the citizens of our community from crime.

What is bias-based profiling? Bias-based profiling occurs when, whether intentionally or unintentionally, an officer applies his or her own personal, societal, or organizational biases or stereotypes when making decisions or taking police action, and the **ONLY** reason for the decision or action is because of a person's race, ethnicity, background, gender, sexual orientation, religion, economic status, age, culture, or other personal characteristic, rather than due to the observed behavior of the individual.

It is our Hope: That by making the community aware of our policy on bias-based profiling, that it will foster a better understanding of this Department's commitment to its community and our efforts against the practice of bias-based profiling.

If you feel you have been the victim of bias-based profiling, please contact the Police Department at 954-797-2108 to make a complaint. **F.2.08 (f)**

We appreciate your interest in the Plantation Police Department