



**CITY OF AKRON, OHIO**  
**POLICE DIVISION**  
**KENNETH R. BALL II, CHIEF OF POLICE**

<b>NUMBER</b> P-2020-018	<b>EFFECTIVE DATE</b>	<b>RESCINDS</b>
<b>SUBJECT</b> Bias Free Policing		<b>ISSUING AUTHORITY</b> Chief Kenneth R. Ball II

**I. POLICY**

Law Enforcement agencies must prohibit the use of any bias based profiling in its enforcement programs. This should include all self-initiated field contacts and responding to citizen complaints or requests for assistance. The Akron Police Department is committed to its community by providing services with due regard for the cultural, racial, or other differences that make up the community. It is the policy of the Akron Police Department to provide services and enforcement fairly and without discrimination toward any individual or group of people. Race, gender, gender identity, sexual orientation, religion, nationality, ethnicity, cultural affiliation, age, disability, economic status, or affiliation with any other similar identifiable group shall not be used as the basis for providing law enforcement services or the enforcement of laws.

**II. DEFINITIONS**

A. Bias-based profiling – The selection of an individual for enforcement action or prejudicial decisions based solely on a trait common to a particular group. This includes, but is not limited to: race, ethnicity, national origin, age, gender, gender expression or identity, sexual orientation, disability, religion, economic status, limited English proficiency, or cultural group.

**III. PROCEDURE**

A. Fair and Equal Treatment

- a. Officers may not use bias-based profiling in enforcement or service programs. This includes traffic contacts, field contacts, and asset seizure/forfeiture efforts. All members share the responsibility of working to achieve the department’s goal of bias free service.
- b. Officers shall take equivalent enforcement actions and provide equivalent services to all persons in the same or similar circumstances.
- c. Nothing in this procedure prohibits officers from using the traits and characteristics of persons *in combination with* other articulable facts to assist in establishing reasonable suspicion or probable cause (e.g., race, ethnicity, nation origin, or gender may be

legitimate factors when used as a part of a description of a suspect or witness for whom the officers is searching).

#### B. Collecting and Reporting Information

- a. Officers shall collect data regarding the race and gender from self-initiated traffic contacts.
  - 1) Officers will input this information into the Citizen Contact Log.
  - 2) This information should be derived from the officer's observations, perceptions, or from known information services, i.e., LEADS, OHLEG, CCH, or other known and trusted resources.
  - 3) Officers should not be required to request information about the race or gender of the contacted person.

#### C. Corrective Measures

- a. Supervisors shall monitor those individuals under their command for any behavior that may conflict with the purpose of this policy and shall handle any alleged or observed violation of this policy in a timely manner.
- b. Supervisors shall ensure that no retaliatory action is taken against any member of this department who discloses information concerning bias-based profiling.

#### D. Training & Testing

- a. Sworn members of this agency shall receive periodic training on biased based profiling issues and the relevant legal aspects. Testing will be completed to assure familiarity.

#### E. Annual Administrative Review

- a. This agency will conduct a documented annual review of agency practices related to this policy, to include: data collected and any citizen concerns related to this policy. This review shall be made available to the public.

By Order Of,

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Kenneth R. Ball II  
Chief of Police

Date \_\_\_\_\_