

**“ECTOR COUNTY HOSPITAL DISTRICT
POLICE DEPARTMENT”**

POLICY MEMORANDUM

POLICY TITLE:	RACIAL AND BIAS BASED PROFILING
POLICY NUMBER:	HPD-1008
FUNCTION AREA:	MANAGEMENT OF THE ENVIRONMENT OF CARE
POLICY APPLICABLE TO:	ECTOR COUNTY HOSPITAL DISTRICT POLICE DEPARTMENT PERSONNEL
POLICY EFFECTIVE DATE:	10/1/2011
POLICY REVISED:	12/12/2017

POLICY STATEMENT:

Members of the Ector County Hospital District Police Department (ECHD PD) will not engage in any activities that are discriminatory or indicative of the practices of racial profiling or bias based profiling. Personnel will focus on the conduct of the individual and/or specific suspect information in taking police action. Individuals will not be targeted for enforcement action, detention, field contacts, asset seizure and forfeiture efforts, or interdictions solely on the basis of race, ethnic background, national origin, gender, sexual orientation, religion, economic status, or age.

This directive does not prohibit police personnel from stopping or detaining individuals if a specific report exists in which an individual's race, ethnicity, national origin, gender, sexual orientation, religion, economic status, or age is a factor in determining the existence of probable cause for taking police action.

DEFINITIONS:

Racial Profiling - A law enforcement initiated action based on an individual's race, ethnicity or national origin rather than on the individual's behavior or on information identifying the individual as having engaged in criminal activity, (CCP, Art. 3.05).

Bias Based Profiling - A law enforcement initiated action based on an individual's gender, sexual orientation, religion, economic status, or age rather than on the individual's behavior or on information identifying the individual as having engaged in criminal activity.

Motor Vehicle Stop – means an occasion in which a peace officer stops a motor vehicle for an alleged violation of a law or ordinance, (CCP, Art. 2.132).

Race or Ethnicity – means the following categories, Alaska Native or American Indian, Asian or Pacific Islander, Black, White and Hispanic or Latino, (CCP, Art. 2.132 (a) (3)).

PROCEDURE:

- A. No employee shall engage in racial profiling or bias based profiling.
- B. Peace Officers with ECHD PD will provide the violator on all traffic stops with documentation that informs the individual of the process to file a complaint with the ECHD PD if the individual believes that a Peace Officer employed by the agency has engaged in racial profiling with respect to the individual.
- C. Included within the documentation that is provided to violators on all traffic stops will be the telephone number, mailing address and email address for the agency informing the individual how to file a compliment or complaint with respect to each ticket, citation or warning (verbal or written) issued by a peace officer of the ECHD PD.
- D. Peace Officers are equipped with Body Worn Cameras and must follow the policy and procedures set forth for “Use of Wearable Video Recording Device” ECHD PD policy HPD-1075.
- E. Peace Officers with ECHD PD will collect and submit through the chain of command to the office of the Chief of Police, information relating to motor vehicle stops in which a ticket, citation or warning (verbal or written) are issued and to arrests made as a result of those stops, including information relating to:
 1. The race and ethnicity of the individual detained;
 2. The Gender of the individual detained;
 3. Date and time the individual was detained;
 4. Whether a search was conducted and, if so, whether the individual detained consented to the search;
 5. Whether the peace officer knew the race or ethnicity of the individual detained before detaining that individual;
 6. Whether contraband was discovered and if so a description of the contraband;

7. Whether the peace officer used physical force that resulted in bodily injury, as that term is defined by Section 1.07, Penal Code, during the stop;
 8. Whether an arrest was made as a result of the stop or search and what was the arrest based on, Penal Code, City Ordinance, Traffic Law, Warrant or other;
 9. The location of the stop;
 10. The reason for the stop;
 11. Whether a verbal or written warning was issued; and
 12. Whether a citation or ticket was issued
- F. All complaints related to racial profiling or bias based profiling will be handled by the Chief of Police or his designee. Any officer found to have engaged in racial profiling or bias based profiling, following a complete investigation, will face appropriate corrective action, which may include diversity training, counseling, verbal warning, written warning, written reprimand, suspension, demotion, and/or termination.

AUTHOR'S SIGNATURE	ECHD Police Department
AUTHORIZING SIGNATURE(S)	
	Chief of Police
END OF POLICY	