I. PURPOSE

The purpose of this policy is to provide the personnel of the Kenosha Police Department with guidelines to ensure that race, ethnicity, age, sexual orientation or any other prejudicial bias toward an individual shall not be the sole basis for the detention, interdiction, or other disparate treatment of an individual.

II. POLICY

It is the policy of the Kenosha Police Department that no employee shall engage in racial profiling. The stopping, detention or search of a person will be based on factors related to the investigation or violation of Federal Law, State Statute, or Municipal Ordinance. Any actions motivated solely by consideration of race, color, ethnicity, age, gender, sexual orientation or prejudicial bias is prohibited.

III. DEFINITIONS

RACIAL PROFILING:
The detention, interdiction, or other disparate treatment of an individual solely on the basis of the racial or ethnic status of such individual.

STOP:
The temporary restraining of a person’s freedom to walk away by physical force or a show of authority when such person is suspected of being involved in past, present or pending criminal activity. WI State Statute 968.24, Temporary Questioning Without Arrest, will be followed when conducting a stop.

SEARCH:
The looking for or seeking out that which is otherwise concealed from the view of the officer.

IV. PROCEDURE

A. Traffic stops and interactive patrols are vital law enforcement responsibilities. In addition to deterring motor vehicle violations, they provide law enforcement visibility and deter more serious crimes. An officer may stop an individual, or driver or occupant of a motor vehicle or other conveyance when having reasonable suspicion that the person is committing, about to commit, or has committed a violation of Federal, State, or local law. Stopping a vehicle to offer assistance is also appropriate.
B. Officers are prohibited from stopping, detaining, searching, or arresting anyone because of the person's race, national origin, citizenship, religion, ethnicity, age, gender or sexual orientation, unless they are seeking an individual with one or more of those identified attributes. The officers may consider a person's age when investigating possible status offenses.

1. Responsibilities of officers. It is the responsibility of all officers to conduct all stops, detentions, or searches in conformance with the policies and procedures of the Kenosha Police Department and WI State Statutes:
   a. All stops will be based on articulate facts supporting reasonable suspicion that an offense is about to be committed, is being committed, or has been committed and not based solely on racial, ethnic or any other prejudicial bias.
   b. Any employee who believes there is, or is made aware of any violation of this policy, will immediately notify a supervisor of the information.
   c. No officer may threaten, intimidate, retaliate, or in any way prevent a citizen from filing a complaint of racial profiling.

2. Supervisor responsibility. Each supervisor will be responsible for continually monitoring and examining all areas of police actions and activities to insure that this policy is being followed and:
   a. Be alert to any indications of racial profiling or discriminatory practices.
   b. Investigate all complaints of racial profiling reported to him/her.
   c. Take immediate corrective action if a violation of this policy has occurred.
   d. Report the findings and make recommendations to the Chief of Police on all citizen complaints, with a copy to the Internal Affairs Unit.

3. Community outreach. The Chief of Police shall designate a supervisory officer as community liaison on profiling issues who will:
   a. Meet with members of groups affected by this policy.
   b. Review complaints of profiling for patterns and recommend corrective action when warranted.
   c. Conduct training in conformance with this policy.

V. TRAINING

All police department personnel shall receive training on the harm of racial profiling and discrimination.

[Signature]

DANIEL C. WADE, CHIEF OF POLICE