

Cobb County Police Department

Policy 5.02

BIAS FREE POLICING

Effective Date: October 1, 2019	Issued By: Chief C.T. Cox
Rescinds: Policy 5.02 (November 1, 2017)	Page 1 of 2
The words “he, his, him,” which may appear in this policy, are used generically for clarity and ease of reading. These terms are not meant to imply gender and relate to all employees of the Department.	

The purpose of this policy is to define and prohibit bias policing/bias based profiling by members of the Cobb County Police Department, and affirm the Department’s commitment to bias free policing. Bias free policing promotes efficient and effective law enforcement and has a positive impact on the community as it enhances trust for the Department and its mission.

I. DEFINITIONS

Bias Policing/Bias Based Profiling: the selection of an individual(s) for enforcement action based in whole or part on a trait(s) common to a group, without actionable intelligence to support consideration of such trait(s). This includes, but is not limited to, race, ethnic background, national origin, gender, gender identity, sexual orientation/identity, religion, economic status, disability, age, cultural group, and/or any other identifiable characteristics.

II. GENERAL RULES

- A.** Bias policing/bias based profiling is prohibited. This includes, but is not limited to all traffic contacts, field contacts, and asset seizure and forfeiture efforts.
- B.** Every officer and other members of this Department shall perform their duties in a bias-free manner and shall be responsible for promptly reporting any known instances of bias policing/bias based profiling to their supervisor. If the employee’s supervisor is engaging in the prohibited behavior under this policy, the report should be made to a command staff member.
- C.** In March of each year, the Chief of Police, or his designee, is to conduct a documented annual administrative review of agency practices including citizen concerns and any corrective measures taken.
- D.** All agency enforcement personnel are to receive training on bias policing/bias based profiling issues including legal aspects and ramifications both in mandate training, and on an annual basis.
- E.** Complaints about or that include bias policing/bias based profiling issues will be so indicated on the complaint form. All complaints received are to be handled in accordance with policy and procedure. Should there be a finding that an officer or member of the Department has engaged in bias policing/bias based profiling,

the employee will be subject to disciplinary action in accordance with policy.