



LAW ENFORCEMENT OPERATIONS POLICY AND PROCEDURES

Procedure 7.3.1p23 Chapter 23: Biased-Based Profiling

Revised:

Last Reviewed: May 27, 2025

Adopted: June 1, 2023



I. PURPOSE:

Establish a written policy that prohibits bias-based profiling by law enforcement officers of the Technical College System of Georgia.

II. DEFINITIONS:

Discriminate - To make a difference in treatment on a basis other than individual conduct.

Bias-Based Profiling– Bias-based profiling occurs when, whether intentionally or unintentionally, an officer applies their own personal, societal, or organizational biases or stereotypes when making decisions or taking law enforcement action, and the ONLY reason for that decision or action is because of a person's race, ethnicity, background, gender, sexual orientation, religion, economic status, age, culture or other personal characteristics, rather than due to the observed behavior of the individual or the identification of the individual as being, having been, or about to be engaged in criminal activity.

Bias-based profiling does not include circumstances where the officer has information that includes a racial or ethnic descriptor concerning a suspect for a specific crime where that information is reliable and is likely to lead to the discovery of that individual.

A. POLICY:

It is the policy of the Technical College System of Georgia to protect the constitutional rights of all people, regardless of race, color, ethnicity, gender, sexual orientation, physical handicap, religion, or other belief system or physical characteristic, and to treat each person with respect and dignity.

The practice of bias-based profiling by sworn officers of the Technical College System of Georgia is strictly prohibited. All sworn officers of the Technical College System of Georgia shall exercise their law enforcement powers in a manner that does not discriminate against individuals based on any personal, societal, or organizational biases. **(GLECP Std. 1.18a)**

Traffic Stops made by sworn officers of the Technical College System of Georgia will be based solely on the violation observed. Investigatory Stops made by TCSG sworn officers will be based solely on the articulable, reasonable suspicion that the person stopped may be involved in criminal activity.

B. TRAINING

All TCSG Law Enforcement Agencies shall administer in-service training to all sworn officers to guide the consideration of biased-based profiling in the Department's law enforcement activities.

C. CORRECTIVE MEASURES (GLECP Standard 1.18b)

Any incidents of bias-based profiling will initiate an investigation by the internal affairs function. The Chief of Police and Human Resources will be informed in writing of the results of the investigation. Depending upon the outcome of the investigation, the officer may face the following consequences:

- a. Exoneration
- b. Remedial training
- c. Any other corrective measure found in TCSG Human Resources procedures 4.4.1p Positive Discipline and 4.3.1p Unlawful Discrimination, Harassment, and Retaliation in Employment.

D. ADMINISTRATIVE REVIEW (GLECP Standard 1.18c)

A documented annual administrative review shall be conducted on agency practices, occurrences, and/or data for the CEO. This review shall address whether training, policy, or disciplinary decisions should be implemented or modified.

**SPECIAL INSTRUCTIONS: GEORGIA LAW ENFORCEMENT CERTIFICATION PROGRAM
(GLECP) STANDARDS INCLUDED: 1.18 a, b, and c.**

This policy is for the Law Enforcement Agencies of the Technical College System of Georgia use only and does not apply to any criminal or civil proceeding. The policy shall not be construed as creating a higher standard of safety or care in an evidentiary sense concerning third-party claims. Violations of this policy will form the basis for departmental administrative sanctions only. Violations of law will form the basis for civil and criminal sanctions in a recognized judicial setting.