

TO: Chief Scott Freeman  
DATE: January 26, 2016  
RE: Annual Bias Based Profiling Review  
FROM: Lieutenant Jerry Saulters

Per CALEA standard 1.2.9, bullet d, a review of the quarterly reports filed by the Uniform operational Commanders has been performed.

Officer Kevin Hooks in the Office of Professional Standards reviewed all complaints filed in 2015 to determine if the department had received any formal complaints regarding bias based profiling. According to Officer Hooks, there were two formal complaints in 2015.

Both of the complaints were unfounded. In the first case a citizen filed a complaint against SPO Phillips for alleged profiling. That complaint was reviewed and unfounded. The second report was a citizen filed a bias based complaint against SPO Meagher. The citizen came in and reviewed the video of the encounter. After watching the video she apologized and withdrew her complaint. The complaint was reviewed and unfounded. There were no other instances of biased based complaints reported in 2015.

All of the Uniform shifts along with Downtown, Traffic, and Special Operations performed the required quarterly reviews for 2015. Random video and audiotapes from each officer were reviewed. Supervisors also randomly responded to calls and traffic stops to observe officers' actions. Personal recordings are also randomly checked and have been found to be invaluable when complaints are filed regarding an officer's demeanor and choice of words used.

In addition to the audio recorders that have been historically issued to officers, ACCPD issued all Uniformed Officers the Taser Axon Flex Cameras. Policy requires that officers utilizing the device to record police citizen encounters unless an articulable reason exists not to do so. The recordings have been and will be reviewed by supervisors randomly as part of the bias based review. Initial use indicated an extremely high level of activation and use by ACCPD officers and will prove to be an invaluable tool for the department in providing evidence and addressing officer performance or complaints.

The Career Development Training Unit held four hour training on Bias Based Profiling that was covered through material from Fair and Impartial Policing in 2015. This class was mandatory for all officers and members of the community were invited. There also is a four hour block taught during the New Officer Basic Course.

A majority of the citations continue to be Caucasian individuals. This has been a trend for the past nine years.