

WINOOSKI POLICE DEPARTMENT

GENERAL ORDER

SUBJECT: **Fair and Impartial Policing**

NUMBER:

EFFECTIVE DATE: 03/01/2018

REVIEW DATE: 02/20/18

AMENDS/SUPERSEDES: FIP 07/01/16

APPROVED: *RMH*

NOTE: This rule or regulation is for internal use only, and does not enlarge an officer's civil or criminal liability in any way. It should not be construed as the creation of a higher standard of safety or care in any evidentiary sense, with respect to third party claims. Violations of this directive, if proven, can only form the basis of a complaint by this department, and then only in a non-judicial administrative setting.

PURPOSE

The purpose of this policy is to require that all employees of the Winooski Police Department conduct policing in a fair and impartial manner, to clarify the circumstances in which officers can consider personal characteristics, or immigration status, when making law enforcement decisions and to reinforce processes and procedures that enable us to provide services and enforce laws in an equitable and impartial way. The Winooski Police Department is required to adopt each component the Vermont Criminal Justice Training Council's model fair and impartial policing policy.

The Winooski Police Department has adopted additional components. Nothing in the Winooski Police Department Fair and Impartial Policing policy is intended to violate federal law.

INTRODUCTION

Employees are prohibited from engaging in biased policing. This means no member of this agency shall take actions based on any personal characteristics, or immigration status, except as described below, in the services our employees provide to the community in connection with our law enforcement activities.

Because partnership with Vermont residents is the most effective way to ensure public safety, maintaining the public's trust is a primary concern. To secure this trust personal characteristics, or immigration status, should have no adverse bearing on an individual's treatment in the Winooski Police Department's custody. Enforcement of civil immigration law is a federal responsibility and agencies should not engage in such enforcement except as otherwise outlined in this policy. Vermont residents are more likely to engage with law enforcement and other officials by reporting emergencies, crimes, and acting as witnesses; to participate in economic activity; and to be engaged in civic life if they can be