

RACIAL &  
IDENTITY  
PROFILING  
ADVISORY  
BOARD

2022

Appendices

## Racial and Identity Profiling Advisory Board Annual Report 2022 Appendices

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## APPENDIX A – REPORT BODY DESCRIPTIVE TABLES

### A.1 Stops by Identity Group and Reason for Stop

	Identity Group	Traffic Violation	Reasonable Suspicion	Other Reasons	Total
Race/Ethnicity	Asian	141,640 (93.3%)	8,601 (5.7%)	1,572 (1.0%)	151,813 (100.0%)
	Black	377,318 (77.9%)	90,829 (18.8%)	16,217 (3.3%)	484,364 (100.0%)
	Hispanic	1,040,224 (87.6%)	118,608 (10.0%)	28,896 (2.4%)	1,187,728 (100.0%)
	Middle Eastern/South Asian	130,470 (95.4%)	5,550 (4.1%)	786 (0.6%)	136,806 (100.0%)
	Multiracial	21,681 (84.1%)	3,287 (12.8%)	809 (3.1%)	25,777 (100.0%)
	Native American	5,128 (84.0%)	752 (12.3%)	225 (3.7%)	6,105 (100.0%)
	Pacific Islander	13,195 (86.3%)	1,718 (11.2%)	379 (2.5%)	15,292 (100.0%)
	White	798,410 (85.9%)	108,544 (11.7%)	22,822 (2.5%)	929,776 (100.0%)
Gender	(Cisgender) Female	244,257 (73.1%)	76,576 (22.9%)	13,223 (4.0%)	334,056 (100.0%)
	Gender Nonconforming	769 (67.3%)	322 (28.2%)	52 (4.5%)	1,143 (100.0%)
	(Cisgender) Male	597,599 (66.3%)	250,297 (27.8%)	53,254 (5.9%)	901,150 (100.0%)
	Transgender Man/Boy	1,410 (44.4%)	1,542 (48.6%)	223 (7.0%)	3,175 (100.0%)
	Transgender Woman/Girl	608 (34.8%)	1,043 (59.7%)	96 (5.5%)	1,747 (100.0%)
Age Group	1-9	858 (62.1%)	352 (25.5%)	171 (12.4%)	1,381 (100.0%)
	10-14	1,054 (23.6%)	2,743 (61.3%)	675 (15.1%)	4,472 (100.0%)
	15-17	21,113 (65.4%)	8,869 (27.5%)	2,322 (7.2%)	32,304 (100.0%)
	18-24	453,588 (89.2%)	45,208 (8.9%)	9,866 (1.9%)	508,662 (100.0%)
	25-34	825,941 (85.4%)	114,198 (11.8%)	26,684 (2.8%)	966,823 (100.0%)
	35-44	541,441 (84.9%)	79,427 (12.5%)	16,894 (2.6%)	637,762 (100.0%)
	45-54	369,442 (85.9%)	50,846 (11.8%)	9,606 (2.2%)	429,894 (100.0%)

	<b>Identity Group</b>	<b>Traffic Violation</b>	<b>Reasonable Suspicion</b>	<b>Other Reasons</b>	<b>Total</b>
	55-64	221,769 (87.2%)	28,097 (11.1%)	4,354 (1.7%)	254,220 (100.0%)
	65+	92,860 (90.9%)	8,145 (8.0%)	1,134 (1.1%)	102,139 (100.0%)
LGBT	LGBT	8,062 (47.6%)	7,781 (46.0%)	1,089 (6.4%)	16,932 (100.0%)
	Non-LGBT	836,581 (68.3%)	321,999 (26.3%)	65,760 (5.4%)	1,224,340 (100.0%)
Limited English Fluency	English Fluent	2,430,762 (86.1%)	321,828 (11.4%)	69,613 (2.5%)	2,822,203 (100.0%)
	Limited/No English Fluency	97,304 (84.3%)	16,061 (13.9%)	2,094 (1.8%)	115,459 (100.0%)
Disability	Disability	5,450 (15.3%)	26,800 (75.1%)	3,458 (9.7%)	35,708 (100.0%)
	No Disability	2,522,616 (86.9%)	311,089 (10.7%)	68,247 (2.4%)	2,901,952 (100.0%)
	Overall	2,528,066 (86.1%)	337,889 (11.5%)	71,707 (2.4%)	2,937,662 (100.0%)

Note. Corrections to the total column counts were applied on 11/7/2023.

Note. The California Highway Patrol (CHP) was excluded from the analysis of perceived gender and LGBT due to a technical error in CHP's data.

## A.2 Stops by Identity Group and Traffic Violation Type

	Identity Group	Equipment	Moving	Non-moving	Total
Race/Ethnicity	Asian	12,081 (8.5%)	113,440 (80.1%)	16,119 (11.4%)	141,640 (100.0%)
	Black	60,613 (16.1%)	259,030 (68.7%)	57,672 (15.3%)	377,315 (100.0%)
	Hispanic	155,169 (14.9%)	746,577 (71.8%)	138,466 (13.3%)	1,040,212 (100.0%)
	Middle Eastern/South Asian	14,685 (11.3%)	100,494 (77.0%)	15,291 (11.7%)	130,470 (100.0%)
	Multiracial	2,980 (13.7%)	15,777 (72.8%)	2,924 (13.5%)	21,681 (100.0%)
	Native American	715 (13.9%)	3,702 (72.2%)	711 (13.9%)	5,128 (100.0%)
	Pacific Islander	1,421 (10.8%)	10,037 (76.1%)	1,737 (13.2%)	13,195 (100.0%)
	White	83,488 (10.5%)	601,440 (75.3%)	113,477 (14.2%)	798,405 (100.0%)
Gender	(Cisgender) Female	38,870 (15.9%)	177,813 (72.8%)	27,567 (11.3%)	244,250 (100.0%)
	Gender Nonconforming	96 (12.5%)	642 (83.5%)	31 (4.0%)	769 (100.0%)
	(Cisgender) Male	130,227 (21.8%)	391,306 (65.5%)	76,053 (12.7%)	597,586 (100.0%)
	Transgender Man/Boy	194 (13.8%)	1,028 (72.9%)	188 (13.3%)	1,410 (100.0%)
	Transgender Woman/Girl	131 (21.5%)	399 (65.6%)	78 (12.8%)	608 (100.0%)
Age Group	1-9	157 (18.3%)	596 (69.5%)	105 (12.2%)	858 (100.0%)
	10-14	225 (21.3%)	634 (60.2%)	195 (18.5%)	1,054 (100.0%)
	15-17	2,472 (11.7%)	16,514 (78.2%)	2,126 (10.1%)	21,112 (100.0%)
	18-24	50,421 (11.1%)	358,299 (79.0%)	44,864 (9.9%)	453,584 (100.0%)
	25-34	110,879 (13.4%)	601,406 (72.8%)	113,648 (13.8%)	825,933 (100.0%)
	35-44	75,522 (13.9%)	382,311 (70.6%)	83,603 (15.4%)	541,436 (100.0%)
	45-54	53,350 (14.4%)	258,876 (70.1%)	57,216 (15.5%)	369,442 (100.0%)
	55-64	29,798 (13.4%)	159,094 (71.7%)	32,876 (14.8%)	221,768 (100.0%)
	65+	8,328 (9.0%)	72,767 (78.4%)	11,764 (12.7%)	92,859 (100.0%)



Identity Group		Equipment	Moving	Non-moving	Total
LGBT	LGBT	1,741 (21.6%)	5,324 (66.0%)	997 (12.4%)	8,062 (100.0%)
	Non-LGBT	167,777 (20.1%)	565,864 (67.6%)	102,920 (12.3%)	836,561 (100.0%)
Limited English Fluency	English Fluent	314,057 (12.9%)	1,782,632 (73.3%)	334,053 (13.7%)	2,430,742 (100.0%)
	Limited/No English Fluency	17,095 (17.6%)	67,865 (69.7%)	12,344 (12.7%)	97,304 (100.0%)
Disability	Disability	743 (13.6%)	3,689 (67.7%)	1,018 (18.7%)	5,450 (100.0%)
	No Disability	330,409 (13.1%)	1,846,808 (73.2%)	345,379 (13.7%)	2,522,596 (100.0%)
Overall		331,152 (13.1%)	1,850,497 (73.2%)	346,397 (13.7%)	2,528,046 (100.0%)

Note. Corrections to the total column counts were applied on 11/7/2023.

Note. The California Highway Patrol (CHP) was excluded from the analysis of perceived gender and LGBT due to a technical error in CHP's data.

### A.3 Stops by Identity Group and Reason for Stop - Reasonable Suspicion Subcategories

Identity Group		Matched Suspect Description	Officer Witness	Witness Identification	Carrying Suspicious Object	Drug Transaction	Actions Indicative of Casing	Suspected of Acting as Lookout	Actions Indicative of Violent Crime	Other
Race/Ethnicity	Asian	3,023 (35.2%)	2,712 (31.6%)	1,652 (19.2%)	100 (1.2%)	75 (0.9%)	55 (0.6%)	19 (0.2%)	51 (0.6%)	2,371 (27.6%)
	Black	32,589 (35.9%)	32,397 (35.7%)	17,485 (19.3%)	1,674 (1.8%)	890 (1.0%)	558 (0.6%)	431 (0.5%)	833 (0.9%)	22,216 (24.5%)
	Hispanic	39,140 (33.0%)	44,671 (37.7%)	20,197 (17.0%)	1,763 (1.5%)	1,148 (1.0%)	958 (0.8%)	660 (0.6%)	747 (0.6%)	28,173 (23.8%)
	Middle Eastern/South Asian	1,949 (35.1%)	1,655 (29.8%)	1,191 (21.5%)	44 (0.8%)	24 (0.4%)	47 (0.8%)	20 (0.4%)	35 (0.6%)	1,494 (26.9%)

Identity Group		Matched Suspect Description	Officer Witness	Witness Identification	Carrying Suspicious Object	Drug Transaction	Actions Indicative of Casing	Suspected of Acting as Lookout	Actions Indicative of Violent Crime	Other
	Multiracial	1,403 (42.7%)	1,056 (32.2%)	592 (18.0%)	53 (1.6%)	31 (0.9%)	43 (1.3%)	18 (0.5%)	28 (0.9%)	813 (24.8%)
	Native American	279 (37.2%)	260 (34.7%)	105 (14.0%)	4 (0.5%)	8 (1.1%)	6 (0.8%)	0 (0.0%)	3 (0.4%)	186 (24.8%)
	Pacific Islander	633 (36.9%)	540 (31.5%)	307 (17.9%)	15 (0.9%)	12 (0.7%)	11 (0.6%)	7 (0.4%)	17 (1.0%)	420 (24.5%)
	White	40,279 (37.1%)	40,351 (37.2%)	14,831 (13.7%)	1003 (0.9%)	700 (0.6%)	981 (0.9%)	294 (0.3%)	523 (0.5%)	24,079 (22.2%)
Gender	(Cisgender) Female	25,314 (33.1%)	26,567 (34.7%)	13,195 (17.2%)	511 (0.7%)	568 (0.7%)	400 (0.5%)	279 (0.4%)	404 (0.5%)	20,456 (26.7%)
	Gender Nonconforming	156 (48.4%)	99 (30.7%)	60 (18.6%)	11 (3.4%)	3 (0.9%)	7 (2.2%)	12 (3.7%)	5 (1.6%)	75 (23.3%)
	(Cisgender) Male	90,935 (36.4%)	92,727 (37.1%)	41,262 (16.5%)	3,991 (1.6%)	2,231 (0.9%)	2,177 (0.9%)	1,137 (0.5%)	1,606 (0.6%)	56,319 (22.5%)
	Transgender Man/Boy	620 (40.2%)	496 (32.2%)	339 (22.0%)	25 (1.6%)	9 (0.6%)	5 (0.3%)	6 (0.4%)	13 (0.8%)	324 (21.0%)
	Transgender Woman/Girl	430 (41.2%)	320 (30.7%)	253 (24.3%)	17 (1.6%)	8 (0.8%)	1 (0.1%)	5 (0.5%)	10 (1.0%)	251 (24.1%)
	1-9	84 (23.9%)	60 (17.1%)	33 (9.4%)	3 (0.9%)	2 (0.6%)	1 (0.3%)	1 (0.3%)	2 (0.6%)	201 (57.3%)
	10-14	1,017 (37.2%)	406 (14.9%)	529 (19.3%)	53 (1.9%)	9 (0.3%)	13 (0.5%)	24 (0.9%)	32 (1.2%)	1,053 (38.5%)
	15-17	3,196 (36.1%)	2,255 (25.5%)	1,476 (16.7%)	228 (2.6%)	70 (0.8%)	49 (0.6%)	96 (1.1%)	96 (1.1%)	2,962 (33.4%)

Identity Group		Matched Suspect Description	Officer Witness	Witness Identification	Carrying Suspicious Object	Drug Transaction	Actions Indicative of Casing	Suspected of Acting as Lookout	Actions Indicative of Violent Crime	Other
Age Group	18-24	14,151 (31.3%)	17,011 (37.6%)	6,736 (14.9%)	845 (1.9%)	492 (1.1%)	397 (0.9%)	322 (0.7%)	436 (1.0%)	12,264 (27.1%)
	25-34	41,744 (36.6%)	40,168 (35.2%)	20,193 (17.7%)	1,755 (1.5%)	1,074 (0.9%)	1,029 (0.9%)	552 (0.5%)	796 (0.7%)	27,115 (23.8%)
	35-44	30,016 (37.8%)	27,860 (35.1%)	14,071 (17.7%)	1,022 (1.3%)	587 (0.7%)	647 (0.8%)	261 (0.3%)	487 (0.6%)	17,868 (22.5%)
	45-54	17,633 (34.7%)	20,319 (40.0%)	7,987 (15.7%)	526 (1.0%)	403 (0.8%)	374 (0.7%)	129 (0.3%)	252 (0.5%)	10,772 (21.2%)
	55-64	8,787 (31.3%)	12,410 (44.2%)	4,090 (14.6%)	182 (0.6%)	210 (0.7%)	123 (0.4%)	57 (0.2%)	116 (0.4%)	5,653 (20.1%)
	65+	2,666 (32.8%)	3,153 (38.8%)	1,245 (15.3%)	42 (0.5%)	41 (0.5%)	26 (0.3%)	7 (0.1%)	20 (0.2%)	1,861 (22.9%)
LGBT	LGBT	3,416 (43.9%)	2,485 (32.0%)	1,342 (17.3%)	71 (0.9%)	50 (0.6%)	49 (0.6%)	31 (0.4%)	53 (0.7%)	1,495 (19.2%)
	Non-LGBT	114,039 (35.4%)	117,724 (36.6%)	53,767 (16.7%)	4,484 (1.4%)	2,769 (0.9%)	2,541 (0.8%)	1,408 (0.4%)	1,985 (0.6%)	75,930 (23.6%)
Limited English Fluency	English Fluent	114,268 (35.5%)	117,335 (36.5%)	52,423 (16.3%)	4,436 (1.4%)	2,657 (0.8%)	2,576 (0.8%)	1,386 (0.4%)	2,138 (0.7%)	76,403 (23.8%)
	Limited/No English Fluency	5,027 (31.3%)	6,307 (39.3%)	3,937 (24.5%)	220 (1.4%)	231 (1.4%)	83 (0.5%)	63 (0.4%)	99 (0.6%)	3,349 (20.9%)
Disability	Disability	11,364 (42.5%)	3,969 (14.8%)	5,660 (21.2%)	317 (1.2%)	53 (0.2%)	101 (0.4%)	15 (0.1%)	167 (0.6%)	10,770 (40.3%)
	No Disability	107,931 (34.7%)	119,673 (38.5%)	50,700 (16.3%)	4,339 (1.4%)	2,835 (0.9%)	2,558 (0.8%)	1,434 (0.5%)	2,070 (0.7%)	68,982 (22.2%)

<b>Identity Group</b>	<b>Matched Suspect Description</b>	<b>Officer Witness</b>	<b>Witness Identification</b>	<b>Carrying Suspicious Object</b>	<b>Drug Transaction</b>	<b>Actions Indicative of Casing</b>	<b>Suspected of Acting as Lookout</b>	<b>Actions Indicative of Violent Crime</b>	<b>Other</b>
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Note. The California Highway Patrol (CHP) was excluded from the analysis of perceived gender and LGBT due to a technical error in CHP's data.

#### A.4 Stops by Identity Group and Calls for Service

	Identity Group	Officer-initiated Stops	Call for Service Stops	Total
Race/Ethnicity	Asian	146,880 (96.8%)	4,933 (3.2%)	151,813 (100.0%)
	Black	437,531 (90.3%)	46,833 (9.7%)	484,364 (100.0%)
	Hispanic	1,128,563 (95.0%)	59,165 (5.0%)	1,187,728 (100.0%)
	Middle Eastern/South Asian	133,274 (97.4%)	3,532 (2.6%)	136,806 (100.0%)
	Multiracial	23,942 (92.9%)	1,835 (7.1%)	25,777 (100.0%)
	Native American	5,727 (93.8%)	378 (6.2%)	6,105 (100.0%)
	Pacific Islander	14,369 (94.0%)	923 (6.0%)	15,292 (100.0%)
	White	875,408 (94.2%)	54,368 (5.8%)	929,776 (100.0%)
Gender	(Cisgender) Female	294,588 (88.2%)	39,468 (11.8%)	334,056 (100.0%)
	Gender Nonconforming	956 (83.6%)	187 (16.4%)	1,143 (100.0%)
	(Cisgender) Male	782,810 (86.9%)	118,340 (13.1%)	901,150 (100.0%)
	Transgender Man/Boy	2,298 (72.4%)	877 (27.6%)	3,175 (100.0%)
	Transgender Woman/Girl	1,170 (67.0%)	577 (33.0%)	1,747 (100.0%)
Age Group	1-9	1,139 (82.5%)	242 (17.5%)	1,381 (100.0%)
	10-14	2,585 (57.8%)	1,887 (42.2%)	4,472 (100.0%)
	15-17	27,368 (84.7%)	4,936 (15.3%)	32,304 (100.0%)
	18-24	486,236 (95.6%)	22,426 (4.4%)	508,662 (100.0%)
	25-34	906,647 (93.8%)	60,176 (6.2%)	966,823 (100.0%)
	35-44	595,842 (93.4%)	41,920 (6.6%)	637,762 (100.0%)
	45-54	405,941 (94.4%)	23,953 (5.6%)	429,894 (100.0%)
	55-64	242,009 (95.2%)	12,211 (4.8%)	254,220 (100.0%)
	65+	97,925 (95.9%)	4,214 (4.1%)	102,139 (100.0%)
LGBT	LGBT	13,378 (79.0%)	3,554 (21.0%)	16,932 (100.0%)

	<b>Identity Group</b>	<b>Officer-initiated Stops</b>	<b>Call for Service Stops</b>	<b>Total</b>
	Non-LGBT	1,068,444 (87.3%)	155,896 (12.7%)	1,224,340 (100.0%)
Limited English Fluency	English Fluent	2,660,100 (94.3%)	162,103 (5.7%)	2,822,203 (100.0%)
	Limited/No English Fluency	105,594 (91.5%)	9,865 (8.5%)	115,459 (100.0%)
Disability	Disability	15,165 (42.5%)	20,543 (57.5%)	35,708 (100.0%)
	No Disability	2,750,529 (94.8%)	151,423 (5.2%)	2,901,952 (100.0%)
	Overall	2,765,694 (94.1%)	171,968 (5.9%)	2,937,662 (100.0%)

Note. Corrections to the total column counts were applied on 11/7/2023.

Note. The California Highway Patrol (CHP) was excluded from the analysis of perceived gender and LGBT due to a technical error in CHP's data.

## A.5 Stops by Identity Group and Calls for Service without Traffic Violations

	Identity Group	Officer-initiated Stops	Call for Service Stops	Total
Race/Ethnicity	Asian	5,923 (58.2%)	4,250 (41.8%)	10,173 (100.0%)
	Black	63,896 (59.7%)	43,150 (40.3%)	107,046 (100.0%)
	Hispanic	97,942 (66.4%)	49,562 (33.6%)	147,504 (100.0%)
	Middle Eastern/South Asian	3,477 (54.9%)	2,859 (45.1%)	6,336 (100.0%)
	Multiracial	2,459 (60.0%)	1,637 (40.0%)	4,096 (100.0%)
	Native American	680 (69.6%)	297 (30.4%)	977 (100.0%)
	Pacific Islander	1,264 (60.3%)	833 (39.7%)	2,097 (100.0%)
	White	83,749 (63.8%)	47,617 (36.2%)	131,366 (100.0%)
Gender	(Cisgender) Female	53,197 (59.2%)	36,602 (40.8%)	89,799 (100.0%)
	Gender Nonconforming	191 (51.1%)	183 (48.9%)	374 (100.0%)
	(Cisgender) Male	193,149 (63.6%)	110,402 (36.4%)	303,551 (100.0%)
	Transgender Man/Boy	932 (52.8%)	833 (47.2%)	1,765 (100.0%)
	Transgender Woman/Girl	584 (51.3%)	555 (48.7%)	1,139 (100.0%)
Age Group	1-9	298 (57.0%)	225 (43.0%)	523 (100.0%)
	10-14	1,567 (45.8%)	1,851 (54.2%)	3,418 (100.0%)
	15-17	6,639 (59.3%)	4,552 (40.7%)	11,191 (100.0%)
	18-24	36,835 (66.9%)	18,239 (33.1%)	55,074 (100.0%)
	25-34	87,928 (62.4%)	52,954 (37.6%)	140,882 (100.0%)
	35-44	59,009 (61.3%)	37,312 (38.7%)	96,321 (100.0%)
	45-54	39,326 (65.1%)	21,126 (34.9%)	60,452 (100.0%)
	55-64	21,955 (67.7%)	10,496 (32.3%)	32,451 (100.0%)
65+	5,831 (62.8%)	3,448 (37.2%)	9,279 (100.0%)	
LGBT	LGBT	5,462 (61.6%)	3,408 (38.4%)	8,870 (100.0%)

	<b>Identity Group</b>	<b>Officer-initiated Stops</b>	<b>Call for Service Stops</b>	<b>Total</b>
	Non-LGBT	242,591 (62.6%)	145,168 (37.4%)	387,759 (100.0%)
Limited English Fluency	English Fluent	249,093 (63.6%)	142,348 (36.4%)	391,441 (100.0%)
	Limited/No English Fluency	10,297 (56.7%)	7,858 (43.3%)	18,155 (100.0%)
Disability	Disability	10,179 (33.6%)	20,079 (66.4%)	30,258 (100.0%)
	No Disability	249,211 (65.7%)	130,125 (34.3%)	379,336 (100.0%)
	Overall	259,390 (63.3%)	150,206 (36.7%)	409,596 (100.0%)

Note. Corrections to the total column counts were applied on 11/7/2023.

Note. The California Highway Patrol (CHP) was excluded from the analysis of perceived gender and LGBT due to a technical error in CHP's data.



## A.6 Stops by Identity Group and Average Actions Taken During Stop

Identity Group	Average Number of Actions Taken		
	All Stops	Stops with One or More Actions Taken	
Race/Ethnicity	Asian	0.22	2.52
	Black	0.84	2.70
	Hispanic	0.54	2.69
	Middle Eastern/South Asian	0.17	2.40
	Multiracial	0.62	2.84
	Native American	0.57	2.73
	Pacific Islander	0.46	2.75
	White	0.40	2.63
Gender	(Cisgender) Female	0.69	2.39
	Gender Nonconforming	0.86	2.62
	(Cisgender) Male	1.16	2.72
	Transgender Man/Boy	1.55	2.58
	Transgender Woman/Girl	1.57	2.54
Age Group	1-9	0.50	1.92
	10-14	1.42	2.19
	15-17	1.10	2.55
	18-24	0.51	2.67
	25-34	0.61	2.76
	35-44	0.53	2.72
	45-54	0.40	2.54
	55-64	0.30	2.39

Identity Group	Average Number of Actions Taken		
	All Stops	Stops with One or More Actions Taken	
	65+	0.19	2.16
LGBT	Non-LGBT	1.03	2.66
	LGBT	1.29	2.66
Limited English Fluency	Limited/No English Fluency	0.50	2.67
	English Fluent	0.63	2.58
Disability	No Disability	0.49	2.68
	Disability	1.85	2.49
	Overall	0.51	2.67

Notes. Data submitted by the CHP was excluded from the analysis of perceived gender and LGBT due to a technical error in CHP's data. The "actions taken during stop" field of the stop data collection template is a mandatory field that must be completed regardless of whether officers took action during the stop. Given that officers must input a value for this field, the entry of "no action taken" constitutes a selectable option for this field. Officers indicated "no action taken" for 80.9% of stop records. To account for the differences in stops that have actions taken in comparison to those in which officer selected "no action taken," the analysis of average number of actions taken was calculated two ways: 1) examining all stops, including stops with no actions taken and 2) examining only stops in which one or more actions were taken (560,926) excluding the stops with a selection of "no action taken." For the purpose of these analyses, stops for which officers selected "no action taken" are treated as zeroes when calculating the sum portion of the equations. The average number of actions taken, for all stops, is calculated by obtaining the sum of the number of actions taken across all stops, then dividing the sum by the total number of stops. The average number of actions taken for stops with one or more actions taken is calculated by first filtering out all stops where officers selected "no action taken," then obtaining the sum of the number of actions taken for the remaining stops, then dividing the sum by the number of stops during which officers took one or more actions.

## A.7 Stops by Identity Group and Actions Taken During Stop

	Identity Group	Searched	Handcuffed	Detained	Ordered Vehicle Exit
Race/Ethnicity	Asian	7,292 (4.8%)	6,391 (4.2%)	7,360 (4.8%)	2,186 (1.4%)
	Black	100,333 (20.7%)	74,057 (15.3%)	84,160 (17.4%)	35,296 (7.3%)
	Hispanic	148,506 (12.5%)	120,639 (10.2%)	121,224 (10.2%)	53,575 (4.5%)
	Middle Eastern/South Asian	4,762 (3.5%)	4,497 (3.3%)	4,946 (3.6%)	1,782 (1.3%)
	Multiracial	3,653 (14.2%)	2,786 (10.8%)	3,146 (12.2%)	1,234 (4.8%)
	Native American	775 (12.7%)	699 (11.4%)	588 (9.6%)	225 (3.7%)
	Pacific Islander	1,572 (10.3%)	1,361 (8.9%)	1,490 (9.7%)	529 (3.5%)
	White	81,556 (8.8%)	69,548 (7.5%)	81,804 (8.8%)	20,403 (2.2%)
Gender	(Cisgender) Female	49,342 (14.8%)	43,533 (13.0%)	60,472 (18.1%)	17,148 (5.1%)
	Gender Nonconforming	229 (20.0%)	177 (15.5%)	207 (18.1%)	87 (7.6%)
	(Cisgender) Male	253,845 (28.2%)	195,162 (21.7%)	229,014 (25.4%)	76,530 (8.5%)
	Transgender Man/Boy	1,275 (40.2%)	1,152 (36.3%)	929 (29.3%)	258 (8.1%)
	Transgender Woman/Girl	646 (37.0%)	731 (41.9%)	609 (34.9%)	123 (7.0%)
Age Group	1-9	170 (12.3%)	73 (5.3%)	220 (15.9%)	45 (3.3%)
	10-14	1,608 (36.0%)	1,434 (32.1%)	1,693 (37.9%)	211 (4.7%)
	15-17	8,881 (27.5%)	7,238 (22.4%)	7,431 (23.0%)	2,772 (8.6%)
	18-24	60,946 (12.0%)	46,660 (9.2%)	49,013 (9.6%)	26,717 (5.3%)
	25-34	138,426 (14.3%)	109,091 (11.3%)	113,626 (11.8%)	47,781 (4.9%)
	35-44	78,418 (12.3%)	64,533 (10.1%)	70,292 (11.0%)	22,660 (3.6%)
	45-54	38,841 (9.0%)	32,661 (7.6%)	38,882 (9.0%)	10,067 (2.3%)
	55-64	17,030 (6.7%)	14,813 (5.8%)	18,656 (7.3%)	4,039 (1.6%)
65+	4,127 (4.0%)	3,474 (3.4%)	4,905 (4.8%)	938 (0.9%)	
LGBT	LGBT	5,031 (29.7%)	4,903 (29.0%)	4,887 (28.9%)	1,051 (6.2%)

<b>Identity Group</b>		<b>Searched</b>	<b>Handcuffed</b>	<b>Detained</b>	<b>Ordered Vehicle Exit</b>
	Non-LGBT	300,307 (24.5%)	235,852 (19.3%)	286,344 (23.4%)	93,095 (7.6%)
Limited English Fluency	English Fluent	331,970 (11.8%)	265,455 (9.4%)	291,645 (10.3%)	109,227 (3.9%)
	Limited/No English Fluency	16,480 (14.3%)	14,523 (12.6%)	13,073 (11.3%)	6,003 (5.2%)
Disability	Disability	17,158 (48.1%)	18,493 (51.8%)	15,615 (43.7%)	1,007 (2.8%)
	No Disability	331,291 (11.4%)	261,484 (9.0%)	289,102 (10.0%)	114,223 (3.9%)
	Overall	348,450 (11.9%)	279,978 (9.5%)	304,718 (10.4%)	115,230 (3.9%)

Notes. Data submitted by the CHP was excluded from the analysis of perceived gender and LGBT due to a technical error in CHP's data.

## A.8 All Actions Taken During Stop by Race/Ethnicity

Action Taken	Asian	Black	Hispanic	Middle Eastern/South Asian	Multiracial	Native American	Pacific Islander	White
Removed from Vehicle by Order	2,186 (1.4%)	35,296 (7.3%)	53,575 (4.5%)	1,782 (1.3%)	1,234 (4.8%)	225 (3.7%)	529 (3.5%)	20,403 (2.2%)
Removed from Vehicle by Physical Contact	162 (0.1%)	2,803 (0.6%)	2,997 (0.3%)	109 (0.1%)	77 (0.3%)	7 (0.1%)	41 (0.3%)	1,495 (0.2%)
Field Sobriety Test	1,883 (1.2%)	7,538 (1.6%)	29,341 (2.5%)	1,542 (1.1%)	462 (1.8%)	324 (5.3%)	312 (2.0%)	16,855 (1.8%)
Curbside Detention	4,315 (2.8%)	55,254 (11.4%)	81,367 (6.9%)	2,975 (2.2%)	1,874 (7.3%)	388 (6.4%)	911 (6.0%)	53,248 (5.7%)
Handcuffed	6,391 (4.2%)	74,057 (15.3%)	120,639 (10.2%)	4,497 (3.3%)	2,786 (10.8%)	699 (11.4%)	1361 (8.9%)	69,548 (7.5%)
Patrol Car Detention	3,646 (2.4%)	36,134 (7.5%)	51,369 (4.3%)	2,395 (1.8%)	1,588 (6.2%)	274 (4.5%)	727 (4.8%)	36,649 (3.9%)
Canine Search	86 (0.1%)	331 (0.1%)	1,163 (0.1%)	48 (0.0%)	22 (0.1%)	3 (0.0%)	10 (0.1%)	502 (0.1%)
Firearm Point	326 (0.2%)	4,340 (0.9%)	6,448 (0.5%)	192 (0.1%)	162 (0.6%)	31 (0.5%)	70 (0.5%)	2,975 (0.3%)
Firearm Discharge	2 (0.0%)	34 (0.0%)	74 (0.0%)	1 (0.0%)	2 (0.0%)	0 (0.0%)	0 (0.0%)	33 (0.0%)
Electronic Control Device	14 (0.0%)	187 (0.0%)	248 (0.0%)	5 (0.0%)	10 (0.0%)	5 (0.1%)	2 (0.0%)	192 (0.0%)
Impact Projectile Discharge	6 (0.0%)	86 (0.0%)	125 (0.0%)	3 (0.0%)	3 (0.0%)	2 (0.0%)	0 (0.0%)	79 (0.0%)
Canine Bite	7 (0.0%)	46 (0.0%)	60 (0.0%)	3 (0.0%)	3 (0.0%)	0 (0.0%)	0 (0.0%)	54 (0.0%)
Baton	3 (0.0%)	48 (0.0%)	66 (0.0%)	1 (0.0%)	3 (0.0%)	3 (0.0%)	1 (0.0%)	53 (0.0%)
Chemical Spray	5 (0.0%)	86 (0.0%)	88 (0.0%)	5 (0.0%)	1 (0.0%)	0 (0.0%)	2 (0.0%)	85 (0.0%)

<b>Action Taken</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Middle Eastern/South Asian</b>	<b>Multiracial</b>	<b>Native American</b>	<b>Pacific Islander</b>	<b>White</b>
Other Physical of Vehicle Contact	376 (0.2%)	2,883 (0.6%)	3,281 (0.3%)	243 (0.2%)	148 (0.6%)	40 (0.7%)	66 (0.4%)	3,436 (0.4%)
Person Photographed	497 (0.3%)	3,141 (0.6%)	6,768 (0.6%)	273 (0.2%)	261 (1.0%)	81 (1.3%)	141 (0.9%)	6,600 (0.7%)
Asked for Consent to Search Person	1,217 (0.8%)	14,752 (3.0%)	27,460 (2.3%)	692 (0.5%)	913 (3.5%)	115 (1.9%)	276 (1.8%)	19,137 (2.1%)
Searched Person	6,603 (4.3%)	92,145 (19.0%)	137,420 (11.6%)	4,402 (3.2%)	3,350 (13.0%)	726 (11.9%)	1,447 (9.5%)	75,513 (8.1%)
Asked for Consent to Search Property	986 (0.6%)	12,323 (2.5%)	19,189 (1.6%)	516 (0.4%)	552 (2.1%)	66 (1.1%)	156 (1.0%)	10,970 (1.2%)
Searched Property	3,055 (2.0%)	49,987 (10.3%)	63,175 (5.3%)	1,843 (1.3%)	1,711 (6.6%)	270 (4.4%)	664 (4.3%)	33,870 (3.6%)
Property Seized	867 (0.6%)	6,366 (1.3%)	9,497 (0.8%)	385 (0.3%)	324 (1.3%)	67 (1.1%)	170 (1.1%)	8,162 (0.9%)
Vehicle Impound	973 (0.6%)	7,455 (1.5%)	23,643 (2.0%)	841 (0.6%)	405 (1.6%)	163 (2.7%)	223 (1.5%)	10,278 (1.1%)
Admission/Written Statement Obtained from Student	2 (0.0%)	54 (0.0%)	107 (0.0%)	1 (0.0%)	2 (0.0%)	0 (0.0%)	0 (0.0%)	24 (0.0%)
No Action Taken	138,472 (91.2%)	333,999 (69.0%)	950,372 (80.0%)	127,341 (93.1%)	20,183 (78.3%)	4,825 (79.0%)	12,704 (83.1%)	788,840 (84.8%)
Search Person Consent Given	1,150 (94.5%)	13,900 (94.2%)	26,403 (96.2%)	663 (95.8%)	878 (96.2%)	106 (92.2%)	266 (96.4%)	18,150 (94.8%)
Search Property Consent Given	907 (92.0%)	11,493 (93.3%)	18,195 (94.8%)	481 (93.2%)	523 (94.7%)	59 (89.4%)	147 (94.2%)	10,141 (92.4%)

<b>Action Taken</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Middle Eastern/South Asian</b>	<b>Multiracial</b>	<b>Native American</b>	<b>Pacific Islander</b>	<b>White</b>
<p>Notes. Due to the values only being selectable under certain circumstances, percentages for the variables “Search Person Consent Given” and “Search Property Consent Given” are calculated based on the number of individuals from the given racial or ethnic group that officers asked for consent to perform a search, rather than the total number of stopped individuals from the given racial or ethnic group.</p>								

## A.9 All Actions Taken During Stop by Gender

Action Taken	(Cisgender) Female	Gender Nonconforming	(Cisgender) Male	Transgender Man/Boy	Transgender Woman/Girl
Removed from Vehicle by Order	17,148 (5.1%)	87 (7.6%)	76,530 (8.5%)	258 (8.1%)	123 (7.0%)
Removed from Vehicle by Physical Contact	1,029 (0.3%)	4 (0.3%)	6,124 (0.7%)	15 (0.5%)	9 (0.5%)
Field Sobriety Test	2,276 (0.7%)	8 (0.7%)	9,788 (1.1%)	36 (1.1%)	18 (1.0%)
Curbside Detention	38,566 (11.5%)	140 (12.2%)	150,673 (16.7%)	699 (22.0%)	416 (23.8%)
Handcuffed	43,533 (13.0%)	177 (15.5%)	195,162 (21.7%)	1,152 (36.3%)	731 (41.9%)
Patrol Car Detention	27,056 (8.1%)	96 (8.4%)	99,484 (11.0%)	367 (11.6%)	281 (16.1%)
Canine Search	160 (0.0%)	3 (0.3%)	966 (0.1%)	3 (0.1%)	0 (0.0%)
Firearm Point	2,135 (0.6%)	9 (0.8%)	10,773 (1.2%)	61 (1.9%)	34 (1.9%)
Firearm Discharge	11 (0.0%)	0 (0.0%)	79 (0.0%)	0 (0.0%)	0 (0.0%)
Electronic Control Device	36 (0.0%)	1 (0.1%)	496 (0.1%)	4 (0.1%)	1 (0.1%)
Impact Projectile Discharge	33 (0.0%)	0 (0.0%)	244 (0.0%)	0 (0.0%)	0 (0.0%)
Canine Bite	13 (0.0%)	0 (0.0%)	130 (0.0%)	0 (0.0%)	0 (0.0%)
Baton	16 (0.0%)	0 (0.0%)	140 (0.0%)	0 (0.0%)	1 (0.1%)
Chemical Spray	51 (0.0%)	1 (0.1%)	202 (0.0%)	1 (0.0%)	0 (0.0%)
Other Physical of Vehicle Contact	2,433 (0.7%)	7 (0.6%)	7,080 (0.8%)	28 (0.9%)	17 (1.0%)
Person Photographed	3,517 (1.1%)	17 (1.5%)	11,728 (1.3%)	36 (1.1%)	39 (2.2%)
Asked for Consent to Search Person	9,536 (2.9%)	45 (3.9%)	54,134 (6.0%)	213 (6.7%)	63 (3.6%)
Searched Person	42,232 (12.6%)	192 (16.8%)	236,892 (26.3%)	1,193 (37.6%)	592 (33.9%)
Asked for Consent to Search Property	7,377 (2.2%)	48 (4.2%)	36,104 (4.0%)	189 (6.0%)	56 (3.2%)
Searched Property	24,296 (7.3%)	105 (9.2%)	119,907 (13.3%)	553 (17.4%)	272 (15.6%)
Property Seized	4,253 (1.3%)	27 (2.4%)	19,078 (2.1%)	53 (1.7%)	62 (3.6%)



<b>Action Taken</b>	<b>(Cisgender) Female</b>	<b>Gender Nonconforming</b>	<b>(Cisgender) Male</b>	<b>Transgender Man/Boy</b>	<b>Transgender Woman/Girl</b>
Vehicle Impound	3,390 (1.0%)	11 (1.0%)	13,009 (1.4%)	51 (1.6%)	23 (1.3%)
Admission/Written Statement Obtained from Student	67 (0.0%)	1 (0.1%)	122 (0.0%)	0 (0.0%)	0 (0.0%)
No Action Taken	238,254 (71.3%)	770 (67.4%)	515,804 (57.2%)	1,269 (40.0%)	669 (38.3%)
Search Person Consent Given	9,058 (95.0%)	44 (97.8%)	51,682 (95.5%)	205 (96.2%)	59 (93.7%)
Search Property Consent Given	6,901 (93.5%)	45 (93.8%)	34,019 (94.2%)	183 (96.8%)	52 (92.9%)

Notes. The CHP was excluded from the analysis of perceived gender due to a technical error. Percentages for the variables “Search Person Consent Given” and “Search Property Consent Given” are calculated based on the number of individuals officers asked for consent to search and individuals officers asked for consent to search their property from the given gender group and not the total number of individuals stopped from the given gender group.

### A.10 All Actions Taken During Stop by Age Group

Action Taken	1-9	10-14	15-17	18-24	25-34	35-44	45-54	55-64	65+
Removed from Vehicle by Order	45 (3.3%)	211 (4.7%)	2,772 (8.6%)	26,717 (5.3%)	47,781 (4.9%)	22,660 (3.6%)	10,067 (2.3%)	4,039 (1.6%)	938 (0.9%)
Removed from Vehicle by Physical Contact	10 (0.7%)	23 (0.5%)	217 (0.7%)	1,622 (0.3%)	3,335 (0.3%)	1,566 (0.2%)	638 (0.1%)	239 (0.1%)	41 (0.0%)
Field Sobriety Test	0 (0.0%)	3 (0.1%)	425 (1.3%)	11,953 (2.3%)	22,265 (2.3%)	12,137 (1.9%)	6,476 (1.5%)	3,719 (1.5%)	1,279 (1.3%)
Curbside Detention	114 (8.3%)	877 (19.6%)	4,779 (14.8%)	33,265 (6.5%)	73,779 (7.6%)	45,557 (7.1%)	25,873 (6.0%)	12,833 (5.0%)	3,255 (3.2%)
Handcuffed	73 (5.3%)	1,434 (32.1%)	7,238 (22.4%)	46,660 (9.2%)	109,091 (11.3%)	64,533 (10.1%)	32,661 (7.6%)	14,813 (5.8%)	3,474 (3.4%)
Patrol Car Detention	115 (8.3%)	1,009 (22.6%)	3,492 (10.8%)	19,949 (3.9%)	50,739 (5.2%)	31,524 (4.9%)	16,513 (3.8%)	7,423 (2.9%)	2,018 (2.0%)
Canine Search	0 (0.0%)	3 (0.1%)	48 (0.1%)	328 (0.1%)	916 (0.1%)	532 (0.1%)	221 (0.1%)	96 (0.0%)	21 (0.0%)
Firearm Point	6 (0.4%)	79 (1.8%)	626 (1.9%)	2,930 (0.6%)	5,833 (0.6%)	3,118 (0.5%)	1,342 (0.3%)	501 (0.2%)	109 (0.1%)
Firearm Discharge	0 (0.0%)	0 (0.0%)	5 (0.0%)	43 (0.0%)	50 (0.0%)	24 (0.0%)	14 (0.0%)	7 (0.0%)	3 (0.0%)
Electronic Control Device	0 (0.0%)	2 (0.0%)	11 (0.0%)	83 (0.0%)	276 (0.0%)	193 (0.0%)	58 (0.0%)	34 (0.0%)	6 (0.0%)
Impact Projectile Discharge	0 (0.0%)	0 (0.0%)	3 (0.0%)	29 (0.0%)	128 (0.0%)	82 (0.0%)	42 (0.0%)	17 (0.0%)	3 (0.0%)
Canine Bite	0 (0.0%)	1 (0.0%)	2 (0.0%)	28 (0.0%)	63 (0.0%)	45 (0.0%)	19 (0.0%)	15 (0.0%)	0 (0.0%)
Baton	0 (0.0%)	0 (0.0%)	2 (0.0%)	20 (0.0%)	82 (0.0%)	50 (0.0%)	13 (0.0%)	11 (0.0%)	0 (0.0%)
Chemical Spray	0 (0.0%)	1 (0.0%)	2 (0.0%)	33 (0.0%)	108 (0.0%)	76 (0.0%)	31 (0.0%)	19 (0.0%)	2 (0.0%)
Other Physical of Vehicle Contact	8 (0.6%)	42 (0.9%)	204 (0.6%)	1,397 (0.3%)	3,698 (0.4%)	2,627 (0.4%)	1,440 (0.3%)	752 (0.3%)	305 (0.3%)

<b>Action Taken</b>	<b>1-9</b>	<b>10-14</b>	<b>15-17</b>	<b>18-24</b>	<b>25-34</b>	<b>35-44</b>	<b>45-54</b>	<b>55-64</b>	<b>65+</b>
Person Photographed	12 (0.9%)	126 (2.8%)	546 (1.7%)	2,431 (0.5%)	5,951 (0.6%)	4,308 (0.7%)	2,591 (0.6%)	1,392 (0.5%)	405 (0.4%)
Asked for Consent to Search Person	34 (2.5%)	214 (4.8%)	1,236 (3.8%)	9,562 (1.9%)	25,307 (2.6%)	16,041 (2.5%)	8,152 (1.9%)	3,334 (1.3%)	681 (0.7%)
Searched Person	131 (9.5%)	1,483 (33.2%)	8,217 (25.4%)	55,696 (10.9%)	127,662 (13.2%)	72,712 (11.4%)	36,090 (8.4%)	15,850 (6.2%)	3,763 (3.7%)
Asked for Consent to Search Property	21 (1.5%)	106 (2.4%)	764 (2.4%)	7,580 (1.5%)	18,359 (1.9%)	10,646 (1.7%)	4,955 (1.2%)	1,928 (0.8%)	399 (0.4%)
Searched Property	93 (6.7%)	497 (11.1%)	3,364 (10.4%)	27,983 (5.5%)	64,227 (6.6%)	34,629 (5.4%)	16,018 (3.7%)	6,369 (2.5%)	1,394 (1.4%)
Property Seized	15 (1.1%)	124 (2.8%)	604 (1.9%)	3,628 (0.7%)	9,762 (1.0%)	6,456 (1.0%)	3,397 (0.8%)	1,535 (0.6%)	316 (0.3%)
Vehicle Impound	8 (0.6%)	44 (1.0%)	840 (2.6%)	9,961 (2.0%)	16,565 (1.7%)	9,150 (1.4%)	4,526 (1.1%)	2,258 (0.9%)	629 (0.6%)
Admission/Written Statement Obtained from Student	0 (0.0%)	64 (1.4%)	119 (0.4%)	7 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
No Action Taken	1,024 (74.1%)	1,582 (35.4%)	18,375 (56.9%)	410,603 (80.7%)	754,358 (78.0%)	513,032 (80.4%)	362,519 (84.3%)	221,898 (87.3%)	93,343 (91.4%)
Search Person Consent Given	32 (94.1%)	201 (93.9%)	1,170 (94.7%)	9,098 (95.1%)	24,155 (95.4%)	15,288 (95.3%)	7,788 (95.5%)	3,140 (94.2%)	643 (94.4%)
Search Property Consent Given	21 (100.0%)	101 (95.3%)	721 (94.4%)	7,083 (93.4%)	17,223 (93.8%)	9,977 (93.7%)	4,650 (93.8%)	1,806 (93.7%)	364 (91.2%)

Notes. Percentages for the variables “Search Person Consent Given” and “Search Property Consent Given” are calculated based on the number of individuals officers asked for consent to search their person and individuals officers asked for consent to search their property from the given age group and not the total number of individuals stopped from the given age group.

### A.11 All Actions Taken During Stop by LGBT, Limited English Fluency, or Disability Group

Action Taken	Non-LGBT	LGBT	English Fluent	Limited/No English Fluency	No Disability	Disability
Removed from Vehicle by Order	93,095 (7.6%)	1,051 (6.2%)	109,227 (3.9%)	6,003 (5.2%)	114,223 (3.9%)	1,007 (2.8%)
Removed from Vehicle by Physical Contact	7,081 (0.6%)	100 (0.6%)	7,415 (0.3%)	276 (0.2%)	7,524 (0.3%)	167 (0.5%)
Field Sobriety Test	11,888 (1.0%)	238 (1.4%)	52,328 (1.9%)	5,929 (5.1%)	57,699 (2.0%)	558 (1.6%)
Curbside Detention	187,427 (15.3%)	3,067 (18.1%)	191,445 (6.8%)	8,887 (7.7%)	192,388 (6.6%)	7,943 (22.2%)
Handcuffed	235,852 (19.3%)	4,903 (29.0%)	265,455 (9.4%)	14,523 (12.6%)	261,484 (9.0%)	18,493 (51.8%)
Patrol Car Detention	124,836 (10.2%)	2,448 (14.5%)	127,251 (4.5%)	5,531 (4.8%)	123,074 (4.2%)	9,707 (27.2%)
Canine Search	1,109 (0.1%)	23 (0.1%)	1,975 (0.1%)	190 (0.2%)	2,129 (0.1%)	36 (0.1%)
Firearm Point	1,2825 (1.0%)	187 (1.1%)	13,856 (0.5%)	688 (0.6%)	14,062 (0.5%)	482 (1.3%)
Firearm Discharge	90 (0.0%)	0 (0.0%)	137 (0.0%)	9 (0.0%)	142 (0.0%)	4 (0.0%)
Electronic Control Device	526 (0.0%)	12 (0.1%)	637 (0.0%)	26 (0.0%)	560 (0.0%)	103 (0.3%)
Impact Projectile Discharge	272 (0.0%)	5 (0.0%)	289 (0.0%)	15 (0.0%)	253 (0.0%)	51 (0.1%)
Canine Bite	142 (0.0%)	1 (0.0%)	171 (0.0%)	2 (0.0%)	165 (0.0%)	8 (0.0%)
Baton	154 (0.0%)	3 (0.0%)	172 (0.0%)	6 (0.0%)	156 (0.0%)	22 (0.1%)
Chemical Spray	238 (0.0%)	17 (0.1%)	266 (0.0%)	6 (0.0%)	241 (0.0%)	31 (0.1%)
Other Physical of Vehicle Contact	9,355 (0.8%)	210 (1.2%)	10,098 (0.4%)	375 (0.3%)	9,414 (0.3%)	1,059 (3.0%)
Person Photographed	14,911 (1.2%)	426 (2.5%)	16,752 (0.6%)	1,010 (0.9%)	16,774 (0.6%)	988 (2.8%)

<b>Action Taken</b>	<b>Non-LGBT</b>	<b>LGBT</b>	<b>English Fluent</b>	<b>Limited/No English Fluency</b>	<b>No Disability</b>	<b>Disability</b>
Asked for Consent to Search Person	6,2963 (5.1%)	1,028 (6.1%)	62,721 (2.2%)	1,841 (1.6%)	62,207 (2.1%)	2,355 (6.6%)
Searched Person	276,515 (22.6%)	4,587 (27.1%)	306,246 (10.9%)	15,361 (13.3%)	305,333 (10.5%)	16,273 (45.6%)
Asked for Consent to Search Property	43,099 (3.5%)	675 (4.0%)	43,244 (1.5%)	1,514 (1.3%)	43,835 (1.5%)	923 (2.6%)
Searched Property	142,883 (11.7%)	2,250 (13.3%)	149,117 (5.3%)	5,458 (4.7%)	149,977 (5.2%)	4,598 (12.9%)
Property Seized	23,016 (1.9%)	457 (2.7%)	24,542 (0.9%)	1,296 (1.1%)	24,888 (0.9%)	950 (2.7%)
Vehicle Impound	16,252 (1.3%)	232 (1.4%)	39,659 (1.4%)	4,322 (3.7%)	43,595 (1.5%)	386 (1.1%)
Admission/Written Statement Obtained from Student	189 (0.0%)	1 (0.0%)	180 (0.0%)	10 (0.0%)	181 (0.0%)	9 (0.0%)
No Action Taken	748,072 (61.1%)	8,694 (51.3%)	2,289,643 (81.1%)	87,093 (75.4%)	2,367,594 (81.6%)	9,142 (25.6%)
Search Person Consent Given	60,078 (95.4%)	970 (94.4%)	59,746 (95.3%)	1,770 (96.1%)	59,313 (95.3%)	2,203 (93.5%)
Search Property Consent Given	40,565 (94.1%)	635 (94.1%)	40,499 (93.7%)	1,447 (95.6%)	41,096 (93.8%)	850 (92.1%)

Notes. The CHP was excluded from the analysis of perceived LGBT due to a technical error in CHP's data. Percentages for the variables "Search Person Consent Given" and "Search Property Consent Given" are calculated based on the number of individuals officers asked for consent to search and individuals officers asked for consent to search their property from the given identity group and not the total number of individuals stopped from the given identity group.

## A.12 Stops by Identity Group and Stop Result for Handcuffed Individuals

	Identity Group	No Action	Arrested	Other	Total
Race/Ethnicity	Asian	491 (7.7%)	3,851 (60.3%)	2,049 (32.1%)	6,391 (100.0%)
	Black	9,786 (13.2%)	37,492 (50.6%)	26,779 (36.2%)	74,057 (100.0%)
	Hispanic	12,141 (10.1%)	66,218 (54.9%)	42,280 (35.0%)	120,639 (100.0%)
	Middle Eastern/South Asian	394 (8.8%)	2,660 (59.2%)	1,443 (32.1%)	4,497 (100.0%)
	Multiracial	289 (10.4%)	1,540 (55.3%)	957 (34.4%)	2,786 (100.0%)
	Native American	46 (6.6%)	515 (73.7%)	138 (19.7%)	699 (100.0%)
	Pacific Islander	123 (9.0%)	866 (63.6%)	372 (27.3%)	1,361 (100.0%)
	White	6,935 (10.0%)	41,712 (60.0%)	20,901 (30.1%)	69,548 (100.0%)
Gender	(Cisgender) Female	4,460 (10.2%)	23,206 (53.3%)	15,867 (36.4%)	43,533 (100.0%)
	Gender Nonconforming	16 (9.0%)	96 (54.2%)	65 (36.7%)	177 (100.0%)
	(Cisgender) Male	25,493 (13.1%)	93,658 (48.0%)	76,011 (38.9%)	195,162 (100.0%)
	Transgender Man/Boy	130 (11.3%)	559 (48.5%)	463 (40.2%)	1,152 (100.0%)
	Transgender Woman/Girl	78 (10.7%)	400 (54.7%)	253 (34.6%)	731 (100.0%)
Age Group	1-9	6 (8.2%)	30 (41.1%)	37 (50.7%)	73 (100.0%)
	10-14	120 (8.4%)	442 (30.8%)	872 (60.8%)	1,434 (100.0%)
	15-17	896 (12.4%)	2,588 (35.8%)	3,754 (51.9%)	7,238 (100.0%)
	18-24	5,434 (11.6%)	23,609 (50.6%)	17,617 (37.8%)	46,660 (100.0%)
	25-34	12,605 (11.6%)	59,639 (54.7%)	36,847 (33.8%)	109,091 (100.0%)
	35-44	6,718 (10.4%)	37,401 (58.0%)	20,414 (31.6%)	64,533 (100.0%)
	45-54	3,113 (9.5%)	19,623 (60.1%)	9,925 (30.4%)	32,661 (100.0%)
	55-64	1,092 (7.4%)	9,402 (63.5%)	4,319 (29.2%)	14,813 (100.0%)
	65+	221 (6.4%)	2,119 (61.0%)	1,134 (32.6%)	3,474 (100.0%)
LGBT	Non-LGBT	29,718 (12.6%)	115,315 (48.9%)	90,819 (38.5%)	235,852 (100.0%)

<b>Identity Group</b>		<b>No Action</b>	<b>Arrested</b>	<b>Other</b>	<b>Total</b>
	LGBT	459 (9.4%)	2,604 (53.1%)	1,840 (37.5%)	4,903 (100.0%)
Limited English Fluency	English Fluent	29,360 (11.1%)	144,868 (54.6%)	91,227 (34.4%)	265,455 (100.0%)
	Limited/No English Fluency	845 (5.8%)	9,986 (68.8%)	3,692 (25.4%)	14,523 (100.0%)
Disability	No Disability	29,195 (11.2%)	149,525 (57.2%)	82,764 (31.7%)	261,484 (100.0%)
	Disability	1,010 (5.5%)	5,328 (28.8%)	12,155 (65.7%)	18,493 (100.0%)
Overall		30,205 (10.8%)	154,854 (55.3%)	94,919 (33.9%)	279,978 (100.0%)

Note. Corrections to the total column counts were applied on 11/7/2023.

Note. The California Highway Patrol (CHP) was excluded from the analysis of perceived gender and LGBT due to a technical error in CHP's data.

### A.13 Stops by Identity Group and Stop Result

Identity Group		Warning	Citation	Arrest	Total
Race/Ethnicity	Asian	37,785 (24.9%)	96,453 (63.5%)	11,371 (7.5%)	151,813 (100.0%)
	Black	141,166 (29.1%)	194,930 (40.2%)	62,872 (13.0%)	484,364 (100.0%)
	Hispanic	300,664 (25.3%)	648,824 (54.6%)	139,697 (11.8%)	1,187,727 (100.0%)
	Middle Eastern/South Asian	34,790 (25.4%)	92,195 (67.4%)	6,208 (4.5%)	136,806 (100.0%)
	Multiracial	7,501 (29.1%)	12,942 (50.2%)	2,988 (11.6%)	25,777 (100.0%)
	Native American	1,977 (32.4%)	2,697 (44.2%)	1,050 (17.2%)	6,105 (100.0%)
	Pacific Islander	3,936 (25.7%)	8,431 (55.1%)	1,759 (11.5%)	15,292 (100.0%)
	White	283,893 (30.5%)	491,284 (52.8%)	86,767 (9.3%)	929,776 (100.0%)
Gender	(Cisgender) Female	80,260 (24.0%)	127,412 (38.1%)	57,155 (17.1%)	334,056 (100.0%)
	Gender Nonconforming	198 (17.3%)	572 (50.0%)	160 (14.0%)	1,143 (100.0%)
	(Cisgender) Male	239,566 (26.6%)	259,693 (28.8%)	172,651 (19.2%)	901,149 (100.0%)
	Transgender Man/Boy	622 (19.6%)	595 (18.7%)	756 (23.8%)	3,175 (100.0%)
	Transgender Woman/Girl	307 (17.6%)	258 (14.8%)	504 (28.8%)	1,747 (100.0%)
Age Group	1-9	268 (19.4%)	372 (26.9%)	108 (7.8%)	1,381 (100.0%)
	10-14	639 (14.3%)	388 (8.7%)	730 (16.3%)	4,472 (100.0%)
	15-17	6597 (20.4%)	12,562 (38.9%)	4,299 (13.3%)	32,304 (100.0%)
	18-24	111,505 (21.9%)	302,690 (59.5%)	51,843 (10.2%)	508,662 (100.0%)
	25-34	259,958 (26.9%)	498,278 (51.5%)	111,104 (11.5%)	966,822 (100.0%)
	35-44	188,848 (29.6%)	320,503 (50.3%)	71,564 (11.2%)	637,762 (100.0%)
	45-54	132,100 (30.7%)	221,132 (51.4%)	42,200 (9.8%)	429,894 (100.0%)
	55-64	76,904 (30.3%)	137,395 (54.0%)	23,356 (9.2%)	254,220 (100.0%)
	65+	34,892 (34.2%)	54,436 (53.3%)	7,506 (7.3%)	102,139 (100.0%)
LGBT	LGBT	3,651 (21.6%)	3,456 (20.4%)	4,259 (25.2%)	16,932 (100.0%)



<b>Identity Group</b>		<b>Warning</b>	<b>Citation</b>	<b>Arrest</b>	<b>Total</b>
Non-LGBT		317,302 (25.9%)	385,074 (31.5%)	226,967 (18.5%)	1,224,339 (100.0%)
Limited English Fluency	English Fluent	781,537 (27.7%)	1,488,144 (52.7%)	294,631 (10.4%)	2,822,202 (100.0%)
	Limited/No English Fluency	30,175 (26.1%)	59,612 (51.6%)	18,081 (15.7%)	115,459 (100.0%)
Disability	Disability	4,915 (13.8%)	2,424 (6.8%)	6,768 (19.0%)	35,708 (100.0%)
	No Disability	806,797 (27.8%)	1,545,332 (53.3%)	305,943 (10.5%)	2,901,951 (100.0%)
Overall		811,712 (27.6%)	1,547,756 (52.7%)	312,712 (10.6%)	2,937,662 (100.0%)

Note. Corrections to the total column counts were applied on 11/7/2023.

Note. The California Highway Patrol (CHP) was excluded from the analysis of perceived gender and LGBT due to a technical error in CHP's data.

### A.14 Consent Inquiries and Search Rates

Race/Ethnicity	Asked for Consent and Response			Consent Response Search Rates	
	Asked for Consent	Consent Received	Consent Not Received	Consent Received & Searched	Consent Not Received & Searched
Asian	1,630 (1.1%)	1,513 (92.8%)	117 (7.2%)	1,169 (77.3%)	68 (58.1%)
Black	19,355 (4.0%)	18,192 (94.0%)	1,163 (6.0%)	13,968 (76.8%)	624 (53.7%)
Hispanic	33,763 (2.8%)	32,278 (95.6%)	1,485 (4.4%)	25,045 (77.6%)	703 (47.3%)
Middle Eastern/South Asian	896 (0.7%)	843 (94.1%)	53 (5.9%)	652 (77.3%)	33 (62.3%)
Multiracial	1,069 (4.1%)	1,021 (95.5%)	48 (4.5%)	842 (82.5%)	31 (64.6%)
Native American	135 (2.2%)	123 (91.1%)	12 (8.9%)	87 (70.7%)	4 (33.3%)
Pacific Islander	325 (2.1%)	309 (95.1%)	16 (4.9%)	228 (73.8%)	7 (43.8%)
White	21,861 (2.4%)	20,508 (93.8%)	1,353 (6.2%)	16,149 (78.7%)	741 (54.8%)
Overall	79,034 (2.7%)	74,787 (94.6%)	4,247 (5.4%)	58,140 (77.7%)	2,211 (52.1%)

## A.15 Consent Search Rates

Race/Ethnicity	Search Rates					
	Consent Only Searches		Consent Plus Searches		Other Discretionary Searches	
	Proportion of Stops	Proportion of Searches	Proportion of Stops	Proportion of Searches	Proportion of Stops	Proportion of Searches
Asian	752 (0.5%)	752 (10.3%)	690 (0.5%)	690 (9.5%)	2,214 (1.5%)	2,214 (30.4%)
Black	10,137 (2.1%)	10,137 (10.1%)	12,583 (2.6%)	12,583 (12.5%)	45,037 (9.3%)	45,037 (44.9%)
Hispanic	18,799 (1.6%)	18,799 (12.7%)	19,383 (1.6%)	19,383 (13.1%)	50,941 (4.3%)	50,941 (34.3%)
Middle Eastern/South Asian	408 (0.3%)	408 (8.6%)	495 (0.4%)	495 (10.4%)	1,330 (1.0%)	1,330 (27.9%)
Multiracial	368 (1.4%)	368 (10.1%)	710 (2.8%)	710 (19.4%)	1,232 (4.8%)	1,232 (33.7%)
Native American	60 (1.0%)	60 (7.7%)	52 (0.9%)	52 (6.7%)	197 (3.2%)	197 (25.4%)
Pacific Islander	128 (0.8%)	128 (8.1%)	132 (0.9%)	132 (8.4%)	544 (3.6%)	544 (34.6%)
White	9,057 (1.0%)	9,057 (11.1%)	10,100 (1.1%)	10,100 (12.4%)	26,573 (2.9%)	26,573 (32.6%)
Overall	39,709 (1.4%)	39,709 (11.4%)	44,145 (1.5%)	44,145 (12.7%)	128,068 (4.4%)	128,068 (36.8%)

## A.16 Consent Search Discovery Rates

Race/Ethnicity	Discovery Rates		
	Consent Only Searches	Consent Plus Basis	Other Discretionary Searches
Asian	159 (21.1%)	237 (34.3%)	517 (23.4%)
Black	866 (8.5%)	3,366 (26.8%)	10,368 (23.0%)
Hispanic	2,122 (11.3%)	4,623 (23.9%)	11,101 (21.8%)
Middle Eastern/South Asian	70 (17.2%)	126 (25.5%)	265 (19.9%)
Multiracial	48 (13.0%)	149 (21.0%)	266 (21.6%)
Native American	12 (20.0%)	13 (25.0%)	52 (26.4%)
Pacific Islander	26 (20.3%)	35 (26.5%)	120 (22.1%)
White	1,601 (17.7%)	2,808 (27.8%)	6,877 (25.9%)
Overall	4,904 (12.3%)	11,357 (25.7%)	29,566 (23.1%)

### A.17 Reason for Stop for Consent Only Searches

Race/Ethnicity	Traffic	Consensual	Education Code	School Policy	Supervision	Suspicion	Truancy	Warrant/Wanted
Asian	331 (44.0%)	186 (24.7%)	0 (0.0%)	0 (0.0%)	7 (0.9%)	209 (27.8%)	8 (1.1%)	11 (1.5%)
Black	6,725 (66.3%)	1,195 (11.8%)	0 (0.0%)	0 (0.0%)	86 (0.8%)	2,023 (20.0%)	54 (0.5%)	54 (0.5%)
Hispanic	11,000 (58.5%)	3,185 (16.9%)	0 (0.0%)	0 (0.0%)	158 (0.8%)	4,212 (22.4%)	112 (0.6%)	132 (0.7%)
Middle Eastern/South Asian	207 (50.7%)	60 (14.7%)	0 (0.0%)	0 (0.0%)	6 (1.5%)	132 (32.4%)	0 (0.0%)	3 (0.7%)
Multiracial	178 (48.4%)	89 (24.2%)	0 (0.0%)	0 (0.0%)	1 (0.3%)	95 (25.8%)	1 (0.3%)	4 (1.1%)
Native American	19 (31.7%)	20 (33.3%)	0 (0.0%)	0 (0.0%)	2 (3.3%)	16 (26.7%)	1 (1.7%)	2 (3.3%)
Pacific Islander	49 (38.3%)	34 (26.6%)	0 (0.0%)	1 (0.8%)	1 (0.8%)	38 (29.7%)	2 (1.6%)	3 (2.3%)
White	2,678 (29.6%)	3,072 (33.9%)	0 (0.0%)	0 (0.0%)	105 (1.2%)	2,968 (32.8%)	106 (1.2%)	128 (1.4%)
Overall	21,187 (53.4%)	7,841 (19.7%)	0 (0.0%)	1 (0.0%)	366 (0.9%)	9,693 (24.4%)	284 (0.7%)	337 (0.8%)

### A.18 Reason for Stop for Consent Only Search by Search Type

Search Type & Race/Ethnicity		Asian	Black	Hispanic	Middle Eastern/ South Asian	Multiracial	Native American	Pacific Islander	White	Overall
Traffic Violation	Person	61 (18.4%)	1,619 (24.1%)	3,217 (29.2%)	50 (24.2%)	57 (32.0%)	6 (31.6%)	14 (28.6%)	723 (27.0%)	5,747 (27.1%)
	Property	132 (39.9%)	1,486 (22.1%)	2,429 (22.1%)	63 (30.4%)	49 (27.5%)	5 (26.3%)	10 (20.4%)	509 (19.0%)	4,683 (22.1%)
	Person & Property	138 (41.7%)	3,620 (53.8%)	5,354 (48.7%)	94 (45.4%)	72 (40.5%)	8 (42.1%)	25 (51.0%)	1,446 (54.0%)	10,757 (50.8%)
Non- Traffic Violation	Person	193 (45.8%)	1,901 (55.7%)	4,562 (58.5%)	106 (52.7%)	111 (58.4%)	20 (48.8%)	39 (49.4%)	3,644 (57.1%)	10,576 (57.1%)
	Property	60 (14.3%)	530 (15.5%)	824 (10.6%)	30 (14.9%)	25 (13.2%)	3 (7.3%)	11 (13.9%)	699 (11.0%)	2,182 (11.8%)
	Person & Property	168 (39.9%)	981 (28.8%)	2,413 (30.9%)	65 (32.3%)	54 (28.4%)	18 (43.9%)	29 (36.7%)	2,036 (31.9%)	5,764 (31.1%)

### A.19 Known Supervision Searches

Race/Ethnicity	Stopped for Known Supervision	Stopped for Known Supervision and Searched	Search Rates					
			Supervision Only Searches		Supervision Plus Searches		Other Discretionary Searches	
			Proportion of Stops	Proportion of Searches	Proportion of Stops	Proportion of Searches	Proportion of Stops	Proportion of Searches
Asian	263 (0.2%)	195 (74.1%)	826 (0.5%)	826 (11.3%)	298 (0.2%)	298 (4.1%)	2,454 (1.6%)	2,454 (33.7%)
Black	5,236 (1.1%)	4,241 (81.0%)	17,309 (3.6%)	17,309 (17.3%)	9,774 (2.0%)	9,774 (9.7%)	41,267 (8.5%)	41,267 (41.1%)
Hispanic	9,467 (0.8%)	7,387 (78.0%)	17,897 (1.5%)	17,897 (12.1%)	11,651 (1.0%)	11,651 (7.8%)	58,819 (5.0%)	58,819 (39.6%)
Middle Eastern/South Asian	167 (0.1%)	126 (75.4%)	403 (0.3%)	403 (8.5%)	229 (0.2%)	229 (4.8%)	1,572 (1.1%)	1,572 (33.0%)
Multiracial	271 (1.1%)	211 (77.9%)	479 (1.9%)	479 (13.1%)	430 (1.7%)	430 (11.8%)	1,362 (5.3%)	1,362 (37.3%)
Native American	56 (0.9%)	43 (76.8%)	87 (1.4%)	87 (11.2%)	49 (0.8%)	49 (6.3%)	178 (2.9%)	178 (23.0%)
Pacific Islander	99 (0.6%)	85 (85.9%)	242 (1.6%)	242 (15.4%)	92 (0.6%)	92 (5.9%)	471 (3.1%)	471 (30.0%)
White	5,500 (0.6%)	4,070 (74.0%)	11,991 (1.3%)	11,991 (14.7%)	5,453 (0.6%)	5,453 (6.7%)	27,653 (3.0%)	27,653 (33.9%)
Overall	21,059 (0.7%)	16,358 (77.7%)	49,234 (1.7%)	49,234 (14.1%)	27,976 (1.0%)	27,976 (8.0%)	133,776 (4.6%)	133,776 (38.4%)

## A.20 Supervision Search Discovery Rates

Race/Ethnicity	Discovery Rates		
	Supervision Only Searches	Supervision Plus Searches	Other Discretionary Searches
Asian	210 (25.4%)	117 (39.3%)	555 (22.6%)
Black	2,911 (16.8%)	3,044 (31.1%)	9,020 (21.9%)
Hispanic	3,231 (18.1%)	3,168 (27.2%)	11,363 (19.3%)
Middle Eastern/South Asian	86 (21.3%)	76 (33.2%)	296 (18.8%)
Multiracial	106 (22.1%)	102 (23.7%)	254 (18.6%)
Native American	24 (27.6%)	14 (28.6%)	42 (23.6%)
Pacific Islander	59 (24.4%)	37 (40.2%)	88 (18.7%)
White	3,380 (28.2%)	1,949 (35.7%)	5,870 (21.2%)
Overall	10,007 (20.3%)	8,507 (30.4%)	27,488 (20.5%)



### A.21 Reason for Stop by Search Type

Type of Search	Race/Ethnicity	Traffic	Consensual	Education Code	School Policy	Supervision	Suspicion	Truancy	Warrant/Wanted	Total
Supervision Only Searches	Asian	394 (47.7%)	45 (5.4%)	0 (0.0%)	0 (0.0%)	153 (18.5%)	211 (25.5%)	3 (0.4%)	20 (2.4%)	826 (100.0%)
	Black	10,069 (58.2%)	614 (3.5%)	0 (0.0%)	0 (0.0%)	2,643 (15.3%)	3,673 (21.2%)	64 (0.4%)	246 (1.4%)	17,309 (100.0%)
	Hispanic	8,486 (47.4%)	773 (4.3%)	0 (0.0%)	0 (0.0%)	4,837 (27.0%)	3,510 (19.6%)	66 (0.4%)	225 (1.3%)	17,897 (100.0%)
	Middle Eastern/South Asian	207 (51.4%)	14 (3.5%)	0 (0.0%)	0 (0.0%)	76 (18.9%)	99 (24.5%)	3 (0.7%)	4 (1.0%)	403 (100.0%)
	Multiracial	224 (46.8%)	18 (3.8%)	0 (0.0%)	0 (0.0%)	106 (22.1%)	121 (25.3%)	1 (0.2%)	9 (1.9%)	479 (100.0%)
	Native American	22 (25.3%)	8 (9.2%)	0 (0.0%)	0 (0.0%)	28 (32.2%)	26 (29.9%)	0 (0.0%)	3 (3.4%)	87 (100.0%)
	Pacific Islander	87 (36.0%)	13 (5.4%)	0 (0.0%)	0 (0.0%)	63 (26.0%)	67 (27.7%)	2 (0.8%)	10 (4.1%)	242 (100.0%)
	White	3,611 (30.1%)	877 (7.3%)	0 (0.0%)	0 (0.0%)	2,840 (23.7%)	4,405 (36.7%)	64 (0.5%)	194 (1.6%)	11,991 (100.0%)

Type of Search	Race/Ethnicity	Traffic	Consensual	Education Code	School Policy	Supervision	Suspicion	Truancy	Warrant/Wanted	Total
	Overall	23,100 (46.9%)	2,362 (4.8%)	0 (0.0%)	0 (0.0%)	10,746 (21.8%)	12,112 (24.6%)	203 (0.4%)	711 (1.4%)	49,234 (100.0%)
Supervision Plus Searches	Asian	127 (42.6%)	14 (4.7%)	0 (0.0%)	0 (0.0%)	18 (6.0%)	110 (36.9%)	2 (0.7%)	27 (9.1%)	298 (100.0%)
	Black	4,751 (48.6%)	265 (2.7%)	0 (0.0%)	0 (0.0%)	1,184 (12.1%)	3,193 (32.7%)	37 (0.4%)	344 (3.5%)	9,774 (100.0%)
	Hispanic	5,444 (46.7%)	461 (4.0%)	0 (0.0%)	0 (0.0%)	1,899 (16.3%)	3,373 (29.0%)	71 (0.6%)	403 (3.5%)	11,651 (100.0%)
	Middle Eastern/South Asian	93 (40.6%)	13 (5.7%)	0 (0.0%)	0 (0.0%)	36 (15.7%)	72 (31.4%)	0 (0.0%)	15 (6.6%)	229 (100.0%)
	Multiracial	190 (44.2%)	26 (6.0%)	0 (0.0%)	0 (0.0%)	80 (18.6%)	117 (27.2%)	0 (0.0%)	17 (4.0%)	430 (100.0%)
	Native American	19 (38.8%)	5 (10.2%)	0 (0.0%)	0 (0.0%)	9 (18.4%)	10 (20.4%)	1 (2.0%)	5 (10.2%)	49 (100.0%)
	Pacific Islander	39 (42.4%)	4 (4.3%)	0 (0.0%)	0 (0.0%)	11 (11.9%)	33 (35.9%)	0 (0.0%)	5 (5.4%)	92 (100.0%)
	White	1,670 (30.6%)	498 (9.1%)	0 (0.0%)	0 (0.0%)	855 (15.7%)	2,105 (38.6%)	55 (1.0%)	270 (5.0%)	5,453 (100.0%)

Type of Search	Race/Ethnicity	Traffic	Consensual	Education Code	School Policy	Supervision	Suspicion	Truancy	Warrant/Wanted	Total
	Overall	12333 (44.1%)	1286 (4.6%)	0 (0.0%)	0 (0.0%)	4092 (14.6%)	9013 (32.2%)	166 (0.6%)	1086 (3.9%)	27976 (100.0%)
Other Discretionary Searches	Asian	731 (29.8%)	358 (14.6%)	0 (0.0%)	1 (0.0%)	10 (0.4%)	1,288 (52.5%)	37 (1.5%)	29 (1.2%)	2,454 (100.0%)
	Black	19,067 (46.2%)	2,660 (6.4%)	0 (0.0%)	7 (0.0%)	255 (0.6%)	18,636 (45.2%)	321 (0.8%)	321 (0.8%)	41,267 (100.0%)
	Hispanic	27,367 (46.5%)	5,735 (9.8%)	4 (0.0%)	14 (0.0%)	434 (0.7%)	24,194 (41.1%)	561 (1.0%)	510 (0.9%)	58,819 (100.0%)
	Middle Eastern/South Asian	566 (36.0%)	144 (9.2%)	0 (0.0%)	1 (0.1%)	7 (0.4%)	818 (52.0%)	21 (1.3%)	15 (1.0%)	1,572 (100.0%)
	Multiracial	545 (40.0%)	177 (13.0%)	0 (0.0%)	0 (0.0%)	14 (1.0%)	598 (43.9%)	17 (1.2%)	11 (0.8%)	1,362 (100.0%)
	Native American	50 (28.1%)	37 (20.8%)	0 (0.0%)	0 (0.0%)	3 (1.7%)	80 (44.9%)	5 (2.8%)	3 (1.7%)	178 (100.0%)
	Pacific Islander	139 (29.5%)	64 (13.6%)	0 (0.0%)	1 (0.2%)	2 (0.4%)	247 (52.4%)	8 (1.7%)	10 (2.1%)	471 (100.0%)
	White	6,847 (24.8%)	5,696 (20.6%)	1 (0.0%)	3 (0.0%)	204 (0.7%)	13,957 (50.5%)	549 (2.0%)	396 (1.4%)	27,653 (100.0%)

Type of Search	Race/Ethnicity	Traffic	Consensual	Education Code	School Policy	Supervision	Suspicion	Truancy	Warrant/Wanted	Total
Overall		55,312 (41.4%)	14,871 (11.1%)	5 (0.0%)	27 (0.0%)	929 (0.7%)	59,818 (44.7%)	1,519 (1.1%)	1,295 (1.0%)	133,776 (100.0%)

### A.22 Search Rates by Gender

Gender	Count	%	Total
Cisgender Female	49,342	14.8%	334,055
Cisgender Male	253,845	28.2%	901,149
Gender Nonconforming	229	20.0%	1,143
Transgender Man/Boy	1,275	40.2%	3,175
Transgender Woman/Girl	646	37.0%	1,746
<b>Total</b>	<b>305,337</b>	<b>24.6%</b>	<b>1,241,268</b>

*Note.* Due to an error found in the gender identity group data from the CHP, this analysis excludes data submitted by the CHP. There are three individuals who are missing information pertaining to the actions taken toward individuals during the stop.

### A.23 Search Discovery Rates by Gender

Gender	Count	%	Total
Cisgender Female	11,168	22.6%	49,342
Cisgender Male	60,291	23.8%	253,843
Gender Nonconforming	49	21.4%	229
Transgender Man/Boy	223	17.5%	1,275
Transgender Woman/Girl	170	26.3%	646
<b>Total</b>	<b>71,901</b>	<b>23.5%</b>	<b>305,335</b>

*Note.* There are two males who were searched but are missing data on contraband or evidence discovered. There are three individuals who are missing information pertaining to the actions taken toward individuals during the stop. Due to an error with found in the gender identity group data from the CHP, this analysis excludes data submitted by the CHP.

### **A.24 Use of Force Rates by Gender**

<b>Gender</b>	<b>Count</b>	<b>%</b>	<b>Total</b>
Cisgender Female	5,567	1.7%	<b>334,055</b>
Cisgender Male	23,962	2.7%	<b>901,149</b>
Gender Nonconforming	20	1.7%	<b>1,143</b>
Transgender Man/Boy	107	3.4%	<b>3,175</b>
Transgender Woman/Girl	56	3.2%	<b>1,746</b>
<b>Total</b>	<b>29,712</b>	<b>2.4%</b>	<b>1,241,268</b>

*Note.* There are three individuals who are missing information pertaining to the actions taken toward individuals during the stop. Due to an error found in the gender identity group data from the CHP, this analysis excludes data submitted by the CHP.

## A.25 Reason for Stop by Gender

Gender	Cisgender Female	Gender Nonconforming	Male	Transgender Man/Boy	Transgender Woman/Girl	Total
Traffic Violation	244,257 (73.1%)	597,599 (66.3%)	769 (67.3%)	1,410 (44.4%)	608 (34.8%)	<b>844,643</b> <b>(68.0%)</b>
Reasonable Suspicion	76,576 (22.9%)	250,297 (27.8%)	322 (28.2%)	1,542 (48.6%)	1,043 (59.7%)	<b>329,780</b> <b>(26.6%)</b>
Parole /Probation/PRCS/ Mandatory Supervision	2,644 (0.8%)	18,176 (2.0%)	14 (1.2%)	98 (3.1%)	25 (1.4%)	<b>20,957</b> <b>(1.7%)</b>
Knowledge of Outstanding Warrant/ Wanted Person	3,631 (1.1%)	12,133 (1.3%)	6 (0.5%)	62 (2.0%)	28 (1.6%)	<b>15,860</b> <b>(1.3%)</b>
Investigation to Determine Whether Person was Truant	2,700 (0.8%)	6,419 (0.7%)	11 (1.0%)	16 (0.5%)	12 (0.7%)	<b>9,158</b> <b>(0.7%)</b>
Consensual Encounter Resulting in a Search	4,196 (1.3%)	16,434 (1.8%)	20 (1.7%)	47 (1.5%)	31 (1.8%)	<b>20,728</b> <b>(1.7%)</b>
Possible Conduct Under Education Code	10 (0.0%)	23 (0.0%)	-	-	-	<b>33</b> <b>(0.0%)</b>
Determine Whether Student Violated School Policy	42 (0.0%)	69 (0.0%)	1 (0.1%)	-	-	<b>112</b> <b>(0.0%)</b>
<b>Total</b>	<b>334,056</b>	<b>901,150</b>	<b>1,143</b>	<b>3,175</b>	<b>1,747</b>	<b>1,241,271</b>

Note. Due to an error found in the gender identity group data from the CHP, this analysis excludes data submitted by the CHP.

## A.26 Reason for Stop Reasonable Suspicion Subfields by Gender

Gender	Officer Witness Commiss Crime	Match Susp Descr	Witness/ Victim Identific	Carry Suspicious Weapon	Casing	Suspect Acting as a Lookout	Drug Transaction	Engaging In a Violent Crime	Other
Cisgender Female	37.1%	36.4%	16.5%	1.6%	0.9%	0.5%	0.9%	0.6%	22.5%
Cisgender Male	34.7%	33.1%	17.2%	0.7%	0.5%	0.4%	0.7%	0.5%	26.7%
Gender Nonconforming	32.2%	40.2%	22.0%	1.6%	0.3%	0.4%	0.6%	0.8%	21.0%

Transgender Man/Boy	30.7%	41.2%	24.3%	1.6%	0.1%	0.5%	0.8%	1.0%	24.1%
Transgender Woman/Girl	30.7%	48.4%	18.6%	3.4%	2.2%	3.7%	0.9%	1.6%	23.3%
<b>Total</b>	<b>36.5%</b>	<b>35.6%</b>	<b>16.7%</b>	<b>1.4%</b>	<b>0.8%</b>	<b>0.4%</b>	<b>0.9%</b>	<b>0.6%</b>	<b>23.5%</b>

*Note.* Reasonable suspicion subcategory percentages were calculated based on the number of individuals who were stopped for reasonable suspicion (N = 205,493) per identity group (“Identity Group Total” column). Abbreviations for Reason for Stop left to right are: Officer Witness Commiss Crime= Officer Witness Commission of a Crime, Match Susp Descr= Matched Suspect Description, Witness/Victim Identific= Witness/Victim Identification. Due to an error found in the gender identity group data from the CHP, this analysis excludes data submitted by the CHP.

### A.27 Search Rates by Disability

Disability	Count	%	Total
No Disability	331,291	11.4%	<b>2,901,950</b>
Mental Health Condition	13,843	55.1%	<b>25,118</b>
Other Disability	3,315	31.3%	<b>10,589</b>
<b>Total</b>	<b>348,449</b>	<b>11.9%</b>	<b>2,937,657</b>

*Note.* There are three individuals who are missing information pertaining to the actions taken toward individuals during the stop

### A.28 Search Discovery Rates by Disability

Disability	Count	%	Total
No Disability	75,626	22.8%	<b>331,290</b>
Mental Health Condition	1,704	12.3%	<b>13,842</b>

Other Disability	710	21.4%	<b>3,315</b>
<b>Total</b>	<b>78,040</b>	<b>22.4%</b>	<b>348,447</b>

*Note.* There are two individuals who were searched, but are missing information on the discovery of contraband or evidence. There are three individuals who are missing information pertaining to the actions taken toward individuals during the stop

### **A.29 Use of Force Rates by Disability**

Disability	Count	%	Total
No Disability	30,807	1.1%	<b>2,901,950</b>
Mental Health Condition	1,388	5.5%	<b>25,118</b>
Other Disability	384	3.6%	<b>10,589</b>
<b>Total</b>	<b>32,579</b>	<b>1.1%</b>	<b>2,937,657</b>

*Note.* There are three individuals who are missing information pertaining to the actions taken toward individuals during the stop.

### **A.30 Reason for Stop subfield by Disability**

Disability	No Disability	Mental Health Condition	Other Disability	Total
Traffic Violation	2,522,616 (86.9%)	990 (3.9%)	4,460 (42.1%)	<b>2,528,066 (86.1%)</b>
Reasonable Suspicion	311,089 (10.7%)	21,495 (85.6%)	5,305 (50.1%)	<b>337,889 (11.5%)</b>
Parole /Probation/PRCS/ Mandatory Supervision	20,697 (0.7%)	230 (0.9%)	131 (1.2%)	<b>21,058 (0.7%)</b>
Knowledge of Outstanding Warrant/ Wanted Person	16,039 (0.6%)	369 (1.5%)	193 (1.8%)	<b>16,601 (0.6%)</b>
Investigation to Determine Whether Person was Truant	8,845 (0.3%)	661 (2.6%)	168 (1.6%)	<b>9,674 (0.3%)</b>
Consensual Encounter Resulting in a Search	22,540 (0.8%)	1,369 (5.5%)	317 (3.0%)	<b>24,226 (0.8%)</b>



Possible Conduct Under Education Code	31 (0.00%)	1 (0.00%)	1 (0.00%)	<b>33 (0.0%)</b>
Determine Whether Student Violated School Policy	95 (0.00%)	4 (0.00%)	14 (0.1%)	<b>113 (0.00%)</b>
<b>Total</b>	<b>2,901,952</b>	<b>25,119</b>	<b>10,589</b>	<b>2,937,660</b>

### A.31 Reason for Stop Reasonable Suspicion subfields by Disability

Disability	Officer Witness Commiss Crime	Match Susp Descr	Witness/ Victim Identific	Carry Suspicious Weapon	Casing	Suspect Acting as a Lookout	Drug Transaction	Engaging In a Violent Crime	Other
No Disability	38.5%	34.7%	16.3%	1.4%	0.8%	0.5%	0.9%	0.7%	22.2%
Mental Health Condition	12.1%	42.8%	21.1%	1.2%	0.3%	0.0%	0.1%	0.6%	43.0%
Other Disability	25.9%	41.1%	21.4%	1.3%	0.6%	0.1%	0.7%	0.6%	29.3%
<b>Total</b>	<b>36.6%</b>	<b>35.3%</b>	<b>16.7%</b>	<b>1.4%</b>	<b>0.8%</b>	<b>0.4%</b>	<b>0.9%</b>	<b>0.7%</b>	<b>23.6%</b>

Note. Reasonable suspicion subcategory percentages were calculated based on the number of individuals who were stopped for reasonable suspicion (N = 205,493) per identity group (“Identity Group Total” column). Abbreviations for Reason for Stop left to right are: Officer Witness Commiss Crime= Officer Witness Commission of a Crime, Match Susp Descr= Matched Suspect Description, Witness/Victim Identific= Witness/Victim Identification.

## APPENDIX B – TRAFFIC VIOLATION CODE ANALYSIS METHODOLOGY

### B.1 Traffic Violation Vehicle Code Section Tables

To capture the top five moving and non-moving/equipment violation codes officers reported under RIPA, we analyzed the top 30 codes for each violation type and collapsed similar codes together. The following table provides information for the codes collapsed together and the associated grouping name used for analysis.

#### B.1.1 Vehicle Code Section Groupings

Grouping Name	Offense Code	Type of Statute	Statute	Statute Name
<b>Speeding</b>	54106	Vehicle Code	22350	UNSAFE SPEED:PREVAIL COND
	54303	Vehicle Code	22349(A)	EXCEED SPEED ON HIGHWAY
	54134	Vehicle Code	22349	EXCESSIVE SPEED
	54370	Vehicle Code	22356(B)	EXCEED POSTED SPEED LIMIT
	54395	Vehicle Code	22349(B)	EXC 55MPH SPEED:2 LANE RD
	54212	Vehicle Code	22348(B)	DRIVE IN EXCESS 100 MPH
	54371	Vehicle Code	22406(A)	TRUCK/ETC EXCEED 55 MPH
	54532	Vehicle Code	22405(A)	UNSAFE SPEED ON BRIDGE
	54374	Vehicle Code	22407	TRUK/ETC XCEED POSTED MPH
<b>Failure to Stop at Limit Line</b>	54616	Vehicle Code	22406(B)	EXCESS SPEED WHILE TOWING
	54098	Vehicle Code	21453(A)	FAIL STOP LINE/ETC AT RED
	54373	Vehicle Code	21453(C)	FAIL STOP LINE/ETC AT RED
	54167	Vehicle Code	22450(A)	FAIL STOP VEH:XWALK/ETC
	54398	Vehicle Code	21950(A)	FAIL YIELD TO PED:XWALKS
<b>Cellphone Violation</b>	54122	Vehicle Code	21457(A)	FAIL STOP:FLASH RED LIGHT
	54655	Vehicle Code	23123.5(A)	NO HND HLD DEVICE W/DRIVE
<b>Unsafe Lane change/Turn</b>	54566	Vehicle Code	23123(A)	USE CELLPH W/DRIV W/O HFD
	54445	Vehicle Code	21651(A)	DIV HWY:CROSS/U TURN VIOL
	54422	Vehicle Code	22348(C)	SPEC VEH:WRONG PASS LANE
	54115	Vehicle Code	22107	UNSAF TURN &/OR NO SIGNAL

	54178	Vehicle Code	21658(A)	UNSAFE LANE CHANGE/ETC
	54181	Vehicle Code	21755	USE SHOLDER/ETC:PAS RIGHT
	54186	Vehicle Code	22102	ILEGAL UTURN:BUS DIST/ETC
	54220	Vehicle Code	22100(A)	IMPROPER RIGHT HAND TURN
	54372	Vehicle Code	21453(B)	TURN ONTO ONEWAY AT RED
	54114	Vehicle Code	21801(A)	FT/YIELD BE4 LEFT/U-TURN
	54319	Vehicle Code	22100(B)	LEFT TURN INTERSECTN VIOL
<b>Failure to Obey Traffic Sign</b>	54185	Vehicle Code	22101(D)	FAIL TO OBEY TURN SIGNS
	54146	Vehicle Code	21461(A)	DRIVER FAIL OBEY SIGN/ETC
	54504	Vehicle Code	21655.5(B)	FAIL OBEY TRAF LANE SIGN
<b>No Registration</b>	54657	Vehicle Code	4000(A)(1)	NO REG:VEH/TRAILER/ETC
	54099	Vehicle Code	4000(A)	NO REG:VEH/TRAILER/ETC
	54473	Vehicle Code	4000.4(A)	UNREG CA BASED VEHICLE
<b>Display Plates/Tags</b>	54644	Vehicle Code	5200(A)	DISPLAY LIC PLATES WRONG
	54168	Vehicle Code	5204(A)	EXPIRED TABS/FAIL DISPLAY
	54211	Vehicle Code	5202	LICENSE PLATE DISPLAY VIO
	54645	Vehicle Code	5200(B)	DISPLY ONE LIC PLATE WRNG
	54234	Vehicle Code	5201(A)	LICENS PLATE POSITION VIO
	54723	Vehicle Code	5201(D)	OBSTRUCT OF LIC PLATE
<b>Failure to Maintain Lighting Equipment</b>	54109	Vehicle Code	24252(A)	FAIL MAINT VEH LITE EQUIP
	54193	Vehicle Code	24600	TAILLAMP VIOLATIONS
	54110	Vehicle Code	24601	FAIL MAINT LIC PLATE LAMP
	54014	Vehicle Code	24400	HEADLAMP:OPR/AMT/SIZE:VIO
	54480	Vehicle Code	38335	HEADLAMP VIOLATION
	54144	Vehicle Code	24603(B)	STOPLAMPS VIOL:SPEC VEH
	54194	Vehicle Code	24603	STOPLAMP VIOLATIONS
<b>Window Obstruction</b>	54571	Vehicle Code	26708(A)(1)	OPR VEH:WINDOW OBSTRUCTED
	54614	Vehicle Code	26708(A)(2)	OPR VEH:WINDOW OBSTRUCTED
	54015	Vehicle Code	26709	WINDOW INSTAL/ETC MAT VIO
	54138	Vehicle Code	26710	DEFECTIVE WINDSHIELD/ETC

<b>Failure to Comply with Commercial Vehicle Rule</b>	54358	Vehicle Code	34506	FT/COMPLY:INSPEC RULE/REG
	54120	Vehicle Code	2813	FAIL STOP:COMRCL VEH INSP
	54127	Vehicle Code	35551(A)	VEH EXCEED WT LIMIT:2+AXL
<b>Local Ordinance Violation</b>	65002	AA	65002	LOCAL ORDINANCE VIOL
	65000	AA	65000	LOCAL ORDINANCE VIOL
<b>Bike Light Violation</b>	54141	Vehicle Code	21201(D)	BIKE HEADLIGHT/ETC VIOL
<b>Parking Violation</b>	54537	Vehicle Code	22500(H)	PARK UNLAW:DOUBLE PARKING
	54330	Vehicle Code	22500	PARKING/ETC VIO:SPEC CIRC
	54663	Vehicle Code	22500	NO PARK/STOP ETC FIRE LN

*B.1.2 Top Five Vehicle Code Sections Reported for Moving Violations (All Agencies)*

The following table provides information for the top five Vehicle Code sections reported for moving violations across all agencies.

<b>Grouping Name</b>	<b>Offense Code</b>	<b>Type of Statute</b>	<b>Statute</b>	<b>Statute Name</b>	<b>Frequency (%)</b>
<b>Speeding</b>	54106	Vehicle Code	22350	UNSAFE SPEED:PREVAIL COND	253,490 (13.7%)
	54303	Vehicle Code	22349(A)	EXCEED SPEED ON HIGHWAY	335,746 (18.1%)
	54134	Vehicle Code	22349	EXCESSIVE SPEED	238,634 (12.9%)
	54370	Vehicle Code	22356(B)	EXCEED POSTED SPEED LIMIT	93,848 (5.1%)
	54395	Vehicle Code	22349(B)	EXC 55MPH SPEED:2 LANE RD	87,284 (4.7%)
	54212	Vehicle Code	22348(B)	DRIVE IN EXCESS 100 MPH	36,523 (2.0%)
	54371	Vehicle Code	22406(A)	TRUCK/ETC EXCEED 55 MPH	29,156 (1.6%)
	<i>Overall</i>				
<b>Failure to Stop at Limit Line</b>	54098	Vehicle Code	21453(A)	FAIL STOP LINE/ETC AT RED	34,622 (1.9%)

	54167	Vehicle Code	22450(A)	FAIL STOP VEH:XWALK/ETC	85,004 (4.6%)
	<i>Overall</i>				119,626 (6.5%)
<b>Unsafe Lane change/Turn</b>	54445	Vehicle Code	21651(A)	DIV HWY:CROSS/U TURN VIOL	10,739 (0.6%)
	54422	Vehicle Code	22348(C)	SPEC VEH:WRONG PASS LANE	13,910 (0.8%)
	54115	Vehicle Code	22107	UNSAF TURN &/OR NO SIGNAL	44,901 (2.4%)
	54178	Vehicle Code	21658(A)	UNSAFE LANE CHANGE/ETC	45,695 (2.5%)
	<i>Overall</i>				115,245 (6.2%)
<b>Cellphone Violation</b>	54655	Vehicle Code	23123.5(A)	NO HND HLD DEVICE W/DRIVE	47,996 (2.6%)
	54566	Vehicle Code	23123(A)	USE CELLPH W/DRIV W/O HFD	29,578 (1.6%)
	<i>Overall</i>				77,574 (4.2%)
<b>Failure to Obey Traffic Sign</b>	54185	Vehicle Code	22101(D)	FAIL TO OBEY TURN SIGNS	18,341 (1.0%)
	54146	Vehicle Code	21461(A)	DRIVER FAIL OBEY SIGN/ETC	37,898 (2.1%)
	54504	Vehicle Code	21655.5(B)	FAIL OBEY TRAF LANE SIGN	12,076 (0.7%)
	<i>Overall</i>				68,315 (3.7%)

*B.1.3 Top Five Vehicle Code Sections Reported for Non-Moving/Equipment Violations (All Agencies)*

The following table provides information for the top five Vehicle Code sections reported for non-moving/equipment violations across all agencies.

<b>Grouping Name</b>	<b>Offense Code</b>	<b>Type of Statute</b>	<b>Statute</b>	<b>Statute Name</b>	<b>Frequency (%)</b>
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<b>No Registration</b>	54657	Vehicle Code	4000(A)(1)	NO REG:VEH/TRAILER/ETC	113,829 (16.8%)
	54099	Vehicle Code	4000(A)	NO REG:VEH/TRAILER/ETC	48,140 (7.1%)
	<i>Overall</i>				161,969 (23.9%)
<b>Display Plates/Tags</b>	54644	Vehicle Code	5200(A)	DISPLAY LIC PLATES WRONG	86,803 (12.8%)
	54168	Vehicle Code	5204(A)	EXPIRED TABS/FAIL DISPLAY	29,647 (4.4%)
	54211	Vehicle Code	5202	LICENSE PLATE DISPLAY VIO	7,237 (1.1%)
	54645	Vehicle Code	5200(B)	DISPLY ONE LIC PLATE WRNG	3,816 (0.6%)
	54234	Vehicle Code	5201(A)	LICENS PLATE POSITION VIO	2,856 (0.4%)
	<i>Overall</i>				130,359 (19.2%)
<b>Failure to Maintain Lighting Equipment</b>	54109	Vehicle Code	24252(A)	FAIL MAINT VEH LITE EQUIP	39,864 (5.9%)
	54193	Vehicle Code	24600	TAILLAMP VIOLATIONS	8,467 (1.3%)
	54110	Vehicle Code	24601	FAIL MAINT LIC PLATE LAMP	8,172 (1.2%)
	54014	Vehicle Code	24400	HEADLAMP:OPR/AMT/SIZE:VIO	6,269 (0.9%)
	<i>Overall</i>				62,772 (9.3%)
<b>Window Obstruction</b>	54571	Vehicle Code	26708(A)(1)	OPR VEH:WINDOW OBSTRUCTED	48,710 (7.2%)
	54614	Vehicle Code	26708(A)(2)	OPR VEH:WINDOW OBSTRUCTED	2,798 (0.4%)
	54138	Vehicle Code	26710	DEFECTIVE WINDSHIELD/ETC	4,262 (0.6%)

	<i>Overall</i>				55,770 (8.2%)
<b>Cellphone Violation</b>	54655	Vehicle Code	23123.5(A)	NO HND HLD DEVICE W/DRIVE	27,661 (4.1%)
	54566	Vehicle Code	23123(A)	USE CELLPH W/DRIV W/O HFD	14,063 (2.1%)
	<i>Overall</i>				41,724 (6.2%)

## APPENDIX C – DISPARITY TEST METHODS

### C.1 Residential Population Comparison Analysis Methodology

**Considerations and limitations.** There are a number of known limitations associated with using residential data to benchmark stop data. Residential population is a proxy for the set of people who may be stopped by officers. However, individuals may be stopped outside of their residential area (e.g. commuting to work, tourists). The rate of these “commuter” stops likely varies from agency to agency, but RIPA stop data do not include information on where stopped individuals reside to account for this issue. Additionally, agencies may concentrate their patrol efforts in certain areas and, thus, may not have an equal likelihood of encountering residents throughout all areas in their jurisdiction. There are also concerns with response bias in compiling information derived from residential surveys, such as the census; some groups are more difficult to count, and thus may be underestimated in official data.

In addition to general concerns with residential population benchmarking, there are also several limitations that are unique to comparing RIPA Stop Data to American Community Survey (ACS) data. First, 2020 ACS data were not available through Integrated Public Use Microdata Series (IPUMS) at the time this report was written.<sup>1</sup> The 2020 RIPA Stop Data demographics were instead compared to the 2019 ACS demographics. Moreover, RIPA Stop Data regulations and the ACS categorize racial/ethnic groups differently.<sup>2</sup> ACS data have racial/ethnic groups that are not explicitly captured by RIPA regulations. These individuals within the ACS have been collectively grouped together in an “Other” category that does not have a match in RIPA regulations.

Finally, the source of race/ethnicity information for each dataset is collected differently. Race/ethnicity is recorded for RIPA based on officer’s perception while ACS respondents self-identify. This distinction represents a key difference in objectives between the two databases. The purpose of RIPA is to eliminate racial and identity profiling, a practice that is based on how officers perceive the individuals they stop. RIPA data are intended to facilitate the implementation of policies that will achieve this purpose. On the other hand, the objective of the ACS is to provide a representation of information regarding community residents. Thus, comparisons between these datasets operate under the assumption that officers’ perceptions often agree with how an individual self identifies.

**Statistical Analysis.** Stop demographics for each police or sheriff’s department were compared to their primary city or county of service, respectively.<sup>3</sup> For example, the racial/ethnic distribution of individuals stopped by San Francisco Police Department was compared to the racial/ethnic distribution of San Francisco city residents in the ACS data. There are two exceptions, the first being for California Highway Patrol, which was compared to the state population. Second, the Los Angeles United School District Police Department was not included

<sup>1</sup> For information about IPUMS, please visit <<https://www.ipums.org/>> [as of Dec. 2, 2021].

<sup>2</sup> For example, RIPA regulations explicitly include Israeli individuals in the Middle Eastern/South Asian group, but the ACS does not have an Israeli category.

<sup>3</sup> These comparisons are approximate since agency jurisdictions do not always map perfectly to the boundaries of their primary city or county of service.



in the residential comparison analysis since their agency’s jurisdiction is not as clearly defined as the jurisdiction of municipal police departments.

In previous RIPA reports, one year estimates captured in the ACS data were used for residential comparisons. However, one year estimates only provide data for populations of 65,000 or more. As smaller agencies have begun submitting RIPA data, it was necessary to start using the five year ACS estimates in order to capture residential population data for these areas. Five year ACS estimates provide population data for all areas, no matter the size of the population served. However, unlike the one year estimates, the five year ACS estimates do not provide racial and ethnicity categorizations that are specific enough to create a comparable grouping to serve as a benchmark for the Middle Eastern/South Asian racial/ethnic group captured in RIPA. The following table provides information for the racial/ethnic categories used from the ACS data and the associated RIPA racial/ethnic group for which comparisons were made against.

*C.1.1 Census Table B03002*

<b>ACS Variable Name</b>	<b>ACS Variable Label</b>	<b>RIPA Racial/Ethnic Comparison Group</b>
B03002_003	Not Hispanic or Latino: White alone	White
B03002_004	Not Hispanic or Latino :Black or African American alone	Black
B03002_005	Not Hispanic or Latino: American Indian and Alaska Native alone	Native American
B03002_006	Not Hispanic or Latino: Asian alone	Asian
B03002_007	Not Hispanic or Latino: Native Hawaiian and Other Pacific Islander alone	Pacific Islander
B03002_008	Not Hispanic or Latino: Some other race alone	N/A
<i>Multiracial</i>		
B03002_009	Not Hispanic or Latino: Two or more races	Multiracial
B03002_019	Hispanic or Latino: Two or more races	
<i>Hispanic/Latino</i>		
B03002_013	Hispanic or Latino: White alone	Hispanic/Latino
B03002_014	Hispanic or Latino: Black or African American alone	
B03002_015	Hispanic or Latino: American Indian and Alaska Native alone	
B03002_016	Hispanic or Latino: Asian alone	
B03002_017	Hispanic or Latino: Native Hawaiian and Other Pacific Islander alone	
B03002_018	Hispanic or Latino: Some other race alone	

Benchmarking using residential population data involves comparing the distribution of racial/ethnic groups stopped by law enforcement to the distribution of residents in the areas serviced by agencies who submitted data in 2020. However, it is important to note that not all jurisdictions within the state collected RIPA data in 2020. Given that RIPA data were only collected in some areas of the state in 2020, presenting the overall state residential population as a benchmark would include far more people in the comparison distribution than were likely to

have contact with the 18 agencies that collected data in 2020. To help address this issue by creating a comparison distribution intended to be more reflective of just the areas served by the agencies that collected RIPA data in 2020, the overall ACS benchmark was calculated using a series of weights. First, the distribution of racial/ethnic groups within each agency's approximate jurisdiction were calculated using each group's mean proportion weighted by the person-weight variable reported in the ACS. These values were then multiplied by the number of stop records submitted by the respective agency (i.e. agency weights) and each racial/ethnic group's values from all agencies were summed together.<sup>4</sup> Each racial/ethnic group's aggregate was then divided by the sum of all racial/ethnic aggregates in order to generate the final residential population benchmark for the overall comparisons.

## C.2 Analysis Methodology

**Considerations and limitations.** Discovery rate analyses avoid some of the issues associated with other methods because they do not require the stop data to be compared to external information (e.g. residential population data). However, discovery rate analyses also rely on assumptions about the behavior of individuals in different identity groups. Disparate treatment between racial/ethnic groups is identified when search and discovery rates are opposed (e.g. Black individuals have high search rates but low discovery rates).<sup>5</sup> When these statistics do not move in opposite directions, it is more difficult to determine whether disparate treatment is present. It is also possible that there are observable factors that could influence an officer's decision to search someone that are not captured by RIPA Stop Data. The effectiveness in predicting the presence of contraband based on certain suspicious behaviors may also vary between racial/ethnic groups.<sup>6</sup> Finally, the strength of the assumptions for discovery rate analyses may vary depending on the type of search being conducted. For example, consent searches include all searches where the only basis included was consent given. Thus, these searches do not include an element of probable cause, which may impact the assumptions underlying their analysis and results.

**Statistical Analysis.** The discovery rate analysis was conducted in three steps. First, linear probability models were used to test whether there were differences in search rates between White individuals and each racial/ethnic group of color independently. Second, similar analyses were used to test for differences in contraband or evidence discovery rates during stops with discretionary searches. Discretionary searches exclude those where at least one of the search bases was either incident to arrest, search warrant, or vehicle inventory. Third, similar analyses were used to test for differences in contraband or evidence discovery rates during stops with administrative searches. Administrative searches only include those where at least one of the search bases was either incident to arrest, search warrant, or vehicle inventory. Each of these

<sup>4</sup> The agency-level comparisons in Table D.1 of Appendix D do not employ weights to account for the number of stop records submitted by each agency, given that these comparisons examine the data of each agency separately.

<sup>5</sup> See Anwar and Fang, *An Alternative Test of Racial Prejudice in Motor Vehicle Searches: Theory and Evidence* (2006) Am. Econ. Rev. 96(1) <<https://www.aeaweb.org/articles?id=10.1257/000282806776157579>>.

<sup>6</sup> See Simoui et al., *The Problem of Infra-Marginality in Outcome Tests for Discrimination* (2017) Ann. Appl. Stat. 11(3) <<https://arxiv.org/abs/1607.05376>>.

analyses were applied to all agencies combined, all municipal agencies combined (excluding California Highway Patrol), and for each individual agency.<sup>7</sup> Both sets of analyses included the following considerations:

1. The 4 racial/ethnic groups who were stopped least frequently were aggregated into a single category to increase statistical power. These groups include Middle Eastern/South Asian, Multiracial, Native American, and Pacific Islander individuals.
2. A set of high dimensional fixed effects were included in the analysis as controls, including gender, age, hour of the day, day of the week, month of the year, and the officer conducting the stop.
3. The standard errors were clustered at the officer level to better allow for unobserved correlations between stops made by the same officers.

Using these criteria, we estimated the effect of an individual (i) belonging to a racial/ethnic group of color (m) on a resulting binary search or contraband/evidence discovery outcome (j) with the aforementioned controls (...) using the following specification:

$$00000000000000_{jji} = \beta_{jji,0} + \beta_{jji,1}00_{ii} + \dots$$

Given the Board’s interest in furthering its understanding of stops involving supervision searches and the impact of an individual’s perceived race/ethnicity, the discovery rate analysis was also repeated for stops in which a search was conducted as a condition of supervision.

<sup>7</sup> Los Angeles United School District and Fresno PD’s discovery rates for discretionary and administrative searches were not able to be analyzed individually due to insufficient sample sizes for inclusion in the model. The Department is currently discussing future approaches that aggregate these agencies’ stop data over several years to provide sufficient sample sizes for analysis.

### C.3 Veil of Darkness (VOD) Analysis Methodology

**Considerations and limitations.** As with any statistical approach, VOD is dependent upon a series of assumptions. The foremost assumption is that darkness should make it more difficult for police to perceive the race/ethnicity of individuals before they stop them. While this assumption is likely to hold true generally, it may not equally apply to all stops. For example, artificial lighting (e.g. streetlights) can help officers perceive race/ethnicity in the dark and it varies from one patrol area to the next. The types of violations that officers witness may also vary with visibility, as would be the case for having a headlight out. The propensity to commit these types of violations may be best explained by economic or other concerns (e.g. seasonality) that—depending on the area—may correlate with race/ethnicity.<sup>8</sup> But even while race/ethnicity may be more difficult to perceive in the dark, officers could still use observable proxies (e.g. vehicle type, stop location) to guess the identity of drivers before stopping them. These concerns may cause drivers of some identity groups to change their own driving behavior to mitigate their perceived risk of being profiled and stopped.<sup>9</sup> Finally, VOD is also an analysis best fit for vehicle stop data as identity is less likely to be masked during pedestrian stops in intertwillight hours, but RIPA does not explicitly differentiate vehicle stops from pedestrian stops; the best proxy in RIPA data is all stops made for traffic violations.

**Data collection.** VOD relies on precise measures of the intertwillight period, which vary from location to location. Officers record location information using open text fields. These text fields were submitted to the Google Geolocation API to return the corresponding latitude and longitude. Given the unstructured nature of the open text fields, the API sometimes returned several potential coordinate matches for one record, including some coordinates that fell outside the state of California. For these records, their coordinates were instead replaced with those of their respective geographical areas (e.g. cities, unincorporated areas). Once geolocation data had been generated for all records, the data were analyzed using the `suncalc` package in R to calculate the following time values for each stop record:

- Sunrise
- Sunset
- Daily beginning civil twilight
- Daily end of civil twilight
- Earliest instance of morning civil twilight across the entire year
- Latest instance of morning civil twilight across the entire year
- Earliest instance of evening civil twilight across the entire year
- Latest instance of evening civil twilight across the entire year

<sup>8</sup> See Ritter, *How do Police Use Race in Traffic Stops and Searches? Tests Based on Observability of Race* (2017) *J Econ. Behav. & Org.* 135 <<https://ideas.repec.org/a/eee/jeborg/v135y2017icp82-98.html>>.

<sup>9</sup> See Kalinowski and Ross et al., *Endogenous Driving behavior in Veil of Darkness Tests for Racial Profiling* (2017) Human Capital and Economic Opportunity Global Working Group <<https://hceconomics.uchicago.edu/research/working-paper/endogenous-driving-behavior-tests-racial-profiling-police-traffic-stops>>.

**Statistical analysis.** The VOD was analyzed using linear probability models to test whether darkness (i.e. absence of daylight) impacted the race/ethnicity of individuals who were stopped by law enforcement. The analysis included the following considerations:

1. Stops were limited to those occurring within either the morning or evening intertwilight periods. These periods were generated for each stop record using each respective location’s earliest and latest times of civil twilight across the year.
2. Stops made between the start of civil twilight and sunrise were excluded from the morning intertwilight period while stops between sunset and the end of civil twilight were excluded from the evening intertwilight period. These short windows of time represent neither daylight nor nighttime and were removed to improve the contrast in lighting conditions between the light and dark stop groups.
3. Stops made after sunrise or before sunset were considered daylight stops while those made during nautical twilight were defined as occurring after dark.
4. Stops were limited to those made for traffic violations and those that were not initiated in response to a call for service. These criteria work to define stops that best fit the assumptions of the VOD hypothesis, which is based on officer discretion in initiating stops with motorists.
5. The 4 racial/ethnic groups who were stopped least frequently were aggregated into a single category to increase statistical power. These groups include Middle Eastern/South Asian, Multiracial, Native American, and Pacific Islander individuals.
6. A set of high dimensional fixed effects were added to the analysis as controls, including time of the day, day of the week, month of the year, and the officer conducting the stop. Times were grouped into 15-minute intervals that began with the start of each intertwilight period (e.g. morning, evening).
7. The standard errors were clustered at the officer level to account for unobserved correlations between stops made by the same officers.

We estimated the effect of an individual (i) being stopped in darkness (d) on their likelihood of belonging to a racial/ethnic group of color (m) with the aforementioned controls (...) using the following specification:

$$P(\text{Color } m | \text{Darkness } d, \text{ Controls } X) = \beta_{m,0} + \beta_{m,1}d + \dots$$

Each racial/ethnic group of color was independently compared to White individuals. Thus, an analysis comparing White to Black individuals, for example, would only include data for these two groups.

## C.4 Use of Force Analysis Methodology

**Considerations and limitations.** This analysis tests for equality of outcomes in the rates of force used during stops. Please note that RIPA does not contain variables that may help explain the context surrounding the decisions to use force. Thus, it is impossible to tell from the data *why* force was used; the data can only be used to show *when* force was used.

**Statistical Analysis.** Logistic regressions were used to test whether there were differences in use of force rates between White individuals and each racial/ethnic group of color independently. A stop was considered to include force when at least one of the following actions were taken by officers:

- Removal from vehicle by physical contact
- Other physical or vehicle contact
- Electronic control devices
- Impact projectiles (e.g. rubber bullets)
- Canine bites and holds
- Baton or other impact weapon
- Firearm pointed at person
- Chemical spray
- Discharge of a firearm

These analyses were applied to all agencies combined, all municipal agencies combined (excluding California Highway Patrol), and for each individual agency.<sup>10</sup> Both sets of analyses included the following considerations:

1. Only records where actions were taken during stop—regardless of whether they involved force—were included in the analysis.
2. The 4 racial/ethnic groups who were stopped least frequently were aggregated into a single category to increase statistical power. These groups include Middle Eastern/South Asian, Multiracial, Native American, and Pacific Islander individuals.
3. A set of high dimensional fixed effects were included in the analysis as controls, including gender, age, hour of the day, day of the week, month of the year, and the officer conducting the stop.
4. The standard errors were clustered at the officer level to account for unobserved correlations between stops made by the same officers.

<sup>10</sup> The Los Angeles United School District PD and Fresno PD's stops involving use of force were not able to be analyzed individually due to insufficient sample sizes for inclusion in the model. The Department is currently discussing future approaches that aggregate these agencies stop data over several years that would provide sufficient sample sizes for analysis.

Using these criteria, we estimated the effect of an individual (i) belonging to a racial/ethnic group of color (m) on a resulting binary use of force outcome (j) with the aforementioned controls (...) using the following specification:

$$000000000000_{j,i} = \beta_{j,i,0} + \beta_{j,i,1}00_{i,i} + \dots$$

## APPENDIX D – DISPARITY TEST TABLES

### D.1 Residential Population Comparison Tables

#### D.1.1 Residential Population Comparison to All Stops

<b>RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity</b>							
		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
Overall	Asian	5.17%	13.98%	-8.81%	-63.02%	0.37	0.41
	Black	16.49%	6.56%	9.93%	151.52%	2.52	2.79
	Hispanic	40.42%	38.6%	1.82%	4.71%	1.05	1.16
	Middle Eastern/South Asian	4.66%					
	Multiracial	0.88%	4.77%	-3.89%	-81.6%	0.18	0.2
	Native American	0.21%	0.31%	-0.1%	-32.3%	0.68	0.75
	Other		0.28%				
	Pacific Islander	0.52%	0.35%	0.17%	50.41%	1.5	1.67
	White	31.66%	35.16%	-3.51%	-9.97%	0.9	
Municipal	Asian	4.21%	13.56%	-9.35%	-68.92%	0.31	0.37
	Black	23.06%	7.97%	15.09%	189.37%	2.89	3.42
	Hispanic	40.53%	40.59%	-0.07%	-0.16%	1	1.18
	Middle Eastern/South Asian	3.14%					
	Multiracial	0.98%	4.59%	-3.62%	-78.73%	0.21	0.25
	Native American	0.17%	0.24%	-0.07%	-28.37%	0.72	0.85
	Other		0.31%				
	Pacific Islander	0.47%	0.33%	0.14%	43.61%	1.44	1.7



**RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
Bakersfield PD	White	27.44%	32.41%	-4.97%	-15.33%	0.85	
	Asian	1.36%	7.29%	-5.92%	-81.29%	0.19	0.17
	Black	16.74%	7.23%	9.5%	131.4%	2.31	2.14
	Hispanic	43.94%	48.57%	-4.63%	-9.54%	0.9	0.84
	Middle Eastern/South Asian	2.02%					
	Multiracial	0.44%	3.78%	-3.33%	-88.25%	0.12	0.11
	Native American	0.11%	0.25%	-0.15%	-57.77%	0.42	0.39
	Other		0.17%				
	Pacific Islander	0.17%	0.19%	-0.01%	-7.76%	0.92	0.85
	White	35.22%	32.52%	2.7%	8.3%	1.08	
California Highway Patrol	Asian	5.87%	14.28%	-8.42%	-58.92%	0.41	0.44
	Black	11.68%	5.52%	6.16%	111.57%	2.12	2.26
	Hispanic	40.34%	37.15%	3.19%	8.6%	1.09	1.16
	Middle Eastern/South Asian	5.77%					
	Multiracial	0.8%	4.89%	-4.09%	-83.57%	0.16	0.18
	Native American	0.24%	0.36%	-0.12%	-34.19%	0.66	0.7
	Other		0.25%				
	Pacific Islander	0.56%	0.36%	0.2%	54.98%	1.55	1.66
Davis PD	White	34.74%	37.18%	-2.44%	-6.55%	0.93	
	Asian	9.27%	22.68%	-13.41%	-59.13%	0.41	0.46
	Black	11.54%	2.07%	9.47%	457.03%	5.57	6.25
	Hispanic	22.55%	12.26%	10.3%	84.01%	1.84	2.06

**RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
	Middle Eastern/South Asian	3.90%					
	Multiracial	2.95%	6.41%	-3.46%	-53.98%	0.46	0.52
	Native American	0.19%	0.4%	-0.21%	-52.5%	0.47	0.53
	Other		0.38%				
	Pacific Islander	0.15%	0.31%	-0.16%	-51.75%	0.48	0.54
	White	49.45%	55.48%	-6.03%	-10.87%	0.89	
	Asian	4.38%	13.44%	-9.05%	-67.38%	0.33	0.34
	Black	13.49%	7.04%	6.45%	91.51%	1.92	1.98
	Hispanic	51.71%	47.61%	4.1%	8.61%	1.09	1.12
Fresno PD	Middle Eastern/South Asian	3.77%					
	Multiracial	0.23%	4.23%	-3.99%	-94.54%	0.05	0.06
	Native American	0.19%	0.48%	-0.29%	-60.45%	0.4	0.41
	Other		0.17%				
	Pacific Islander	0.14%	0.1%	0.04%	44.14%	1.44	1.49
	White	26.08%	26.93%	-0.85%	-3.15%	0.97	
	Asian	5.24%	12.84%	-7.6%	-59.22%	0.41	0.52
	Black	28.25%	12.21%	16.04%	131.39%	2.31	2.94
	Hispanic	37.8%	40.73%	-2.94%	-7.21%	0.93	1.18
Long Beach PD	Middle Eastern/South Asian	1.39%					
	Multiracial	4.02%	4.66%	-0.64%	-13.79%	0.86	1.09
	Native American	0.13%	0.33%	-0.2%	-59.65%	0.4	0.51

**RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
	Other		0.31%				
	Pacific Islander	0.98%	0.75%	0.23%	30.64%	1.31	1.66
	White	22.2%	28.16%	-5.97%	-21.19%	0.79	
	Asian	6%	14.43%	-8.43%	-58.42%	0.42	0.46
	Black	17.18%	7.84%	9.34%	119.19%	2.19	2.4
	Hispanic	48.71%	46.76%	1.95%	4.16%	1.04	1.14
	Middle Eastern/South Asian	2.21%					
Los Angeles CO SD	Multiracial	1.43%	4.0%	-2.57%	-64.33%	0.36	0.39
	Native American	0.05%	0.21%	-0.16%	-76.33%	0.24	0.26
	Other		0.32%				
	Pacific Islander	0.5%	0.24%	0.26%	106.75%	2.07	2.26
	White	23.93%	26.2%	-2.27%	-8.68%	0.91	
	Asian	3.2%	11.46%	-8.27%	-72.12%	0.28	0.47
	Black	26.85%	8.61%	18.23%	211.62%	3.12	5.25
	Hispanic	48.55%	47.02%	1.52%	3.24%	1.03	1.74
	Middle Eastern/South Asian	3.76%					
Los Angeles PD	Multiracial	0.45%	3.75%	-3.3%	-87.9%	0.12	0.2
	Native American	0.06%	0.16%	-0.1%	-60.02%	0.4	0.67
	Other		0.37%				
	Pacific Islander	0.23%	0.13%	0.1%	75.03%	1.75	2.95
	White	16.91%	28.48%	-11.58%	-40.65%	0.59	
	Asian	4.55%	15.34%	-10.78%	-70.3%	0.3	0.64

**RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
Oakland PD	Black	52.84%	23.23%	29.61%	127.48%	2.27	4.9
	Hispanic	25.33%	24.99%	0.34%	1.35%	1.01	2.18
	Middle Eastern/South Asian	2.23%					
	Multiracial	0.92%	6.87%	-5.95%	-86.6%	0.13	0.29
	Native American	0.13%	0.34%	-0.21%	-61.19%	0.39	0.84
	Other		0.43%				
	Pacific Islander	0.85%	0.53%	0.33%	62.3%	1.62	3.49
	White	13.14%	28.28%	-15.14%	-53.55%	0.46	
Orange CO SO	Asian	6.31%	20.29%	-13.99%	-68.93%	0.31	0.26
	Black	3.94%	1.62%	2.32%	143.57%	2.44	2.05
	Hispanic	34.11%	32.73%	1.38%	4.21%	1.04	0.88
	Middle Eastern/South Asian	5.13%					
	Multiracial	0.54%	4.1%	-3.56%	-86.73%	0.13	0.11
	Native American	1.15%	0.19%	0.96%	497.86%	5.98	5.03
	Other		0.19%				
	Pacific Islander	0.52%	0.28%	0.24%	86.08%	1.86	1.56
White	48.29%	40.59%	7.7%	18.98%	1.19		
Riverside CO SO	Asian	3.21%	6.32%	-3.11%	-49.2%	0.51	0.49
	Black	11.91%	6.1%	5.81%	95.16%	1.95	1.88
	Hispanic	44.7%	46.91%	-2.21%	-4.72%	0.95	0.92
	Middle Eastern/South Asian	1.87%					

**RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
		Equation		A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
Sacramento CO SD	Multiracial	0.87%	4.41%	-3.54%	-80.23%	0.2	0.19
	Native American	0.28%	0.43%	-0.15%	-34.73%	0.65	0.63
	Other		0.25%				
	Pacific Islander	0.54%	0.27%	0.27%	100.42%	2	1.93
	White	36.62%	35.32%	1.31%	3.7%	1.04	
	Asian	3.07%	15.44%	-12.37%	-80.12%	0.2	0.2
	Black	31.22%	9.49%	21.73%	228.95%	3.29	3.31
	Hispanic	16.57%	21.06%	-4.49%	-21.32%	0.79	0.79
	Middle Eastern/South Asian	2.37%					
	Multiracial	1.48%	7.47%	-5.99%	-80.2%	0.2	0.2
Sacramento PD	Native American	0.13%	0.36%	-0.23%	-63.09%	0.37	0.37
	Other		0.33%				
	Pacific Islander	0.68%	1.12%	-0.44%	-38.99%	0.61	0.61
	White	44.49%	44.72%	-0.23%	-0.52%	0.99	
	Asian	4.93%	18.59%	-13.66%	-73.49%	0.27	0.31
	Black	42.23%	12.74%	29.49%	231.43%	3.31	3.93
	Hispanic	20.79%	26.33%	-5.54%	-21.03%	0.79	0.94
	Middle Eastern/South Asian	2.25%					
	Multiracial	1.65%	7.43%	-5.79%	-77.83%	0.22	0.26
	Native American	0.11%	0.37%	-0.26%	-69.38%	0.31	0.36
Other		0.38%					
Pacific Islander	0.68%	1.71%	-1.04%	-60.51%	0.39	0.47	

**RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
San Bernardino CO SO	White	27.35%	32.43%	-5.08%	-15.67%	0.84	
	Asian	3.1%	6.99%	-3.89%	-55.7%	0.44	0.35
	Black	17.41%	7.88%	9.53%	120.9%	2.21	1.74
	Hispanic	39.13%	50.81%	-11.68%	-22.99%	0.77	0.61
	Middle Eastern/South Asian	1.86%					
	Multiracial	1.71%	4.98%	-3.27%	-65.68%	0.34	0.27
	Native American	0.21%	0.36%	-0.15%	-40.99%	0.59	0.47
	Other		0.17%				
	Pacific Islander	0.43%	0.29%	0.14%	48.48%	1.48	1.17
	White	36.17%	28.53%	7.64%	26.78%	1.27	
San Diego CO SO	Asian	3.46%	11.63%	-8.17%	-70.23%	0.3	0.27
	Black	7.11%	4.71%	2.4%	51.03%	1.51	1.35
	Hispanic	32.61%	31.91%	0.7%	2.2%	1.02	0.91
	Middle Eastern/South Asian	2.88%					
	Multiracial	1.36%	5.24%	-3.88%	-74.1%	0.26	0.23
	Native American	0.61%	0.38%	0.23%	60.91%	1.61	1.44
	Other		0.2%				
	Pacific Islander	0.95%	0.38%	0.56%	146.58%	2.47	2.2
San Diego PD	White	51.03%	45.56%	5.47%	12.0%	1.12	
	Asian	4.77%	16.42%	-11.66%	-70.97%	0.29	0.3
	Black	20.25%	6.05%	14.21%	235.0%	3.35	3.52
	Hispanic	29.65%	28.69%	0.96%	3.36%	1.03	1.09

**RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
	Middle Eastern/South Asian	2.66%					
	Multiracial	0.98%	5.27%	-4.29%	-81.48%	0.19	0.19
	Native American	0.21%	0.22%	0.0%	-2.1%	0.98	1.03
	Other		0.21%				
	Pacific Islander	0.75%	0.38%	0.36%	94.2%	1.94	2.04
	White	40.73%	42.76%	-2.03%	-4.74%	0.95	
	Asian	10.0%	34.07%	-24.07%	-70.65%	0.29	0.35
	Black	27.0%	5.0%	22.0%	439.58%	5.4	6.36
	Hispanic	19.55%	13.91%	5.64%	40.52%	1.41	1.66
	Middle Eastern/South Asian	5.32%					
San Francisco PD	Multiracial	2.17%	5.57%	-3.39%	-60.97%	0.39	0.46
	Native American	0.2%	0.19%	0.01%	6.78%	1.07	1.26
	Other		0.41%				
	Pacific Islander	1.38%	0.34%	1.04%	310.85%	4.11	4.84
	White	34.38%	40.51%	-6.13%	-15.14%	0.85	
	Asian	13.65%	35.7%	-22.05%	-61.77%	0.38	0.46
	Black	7.77%	2.83%	4.94%	174.2%	2.74	3.33
	Hispanic	49.99%	29.48%	20.5%	69.55%	1.7	2.06
San Jose PD	Middle Eastern/South Asian	4.90%					
	Multiracial	1.7%	5.35%	-3.64%	-68.18%	0.32	0.39
	Native American	0.12%	0.18%	-0.06%	-34.65%	0.65	0.79

<b>RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity</b>							
		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
	<b>Equation</b>			<b>A-B</b>	<b>C/B*100</b>	<b>A/B</b>	<b>E(m)/E(w)*</b>
<b>Agency</b>	<b>Race/Ethnicity</b>	<b>RIPA 2020</b>	<b>ACS 2019</b>	<b>Absolute % Difference</b>	<b>Relative % Difference</b>	<b>Disparity Index</b>	<b>Ratio of Disparity</b>
	Other		0.34%				
	Pacific Islander	0.71%	0.4%	0.31%	78.54%	1.79	2.17
	White	21.16%	25.73%	-4.56%	-17.73%	0.82	

Notes. 2020 RIPA stop data were compared to 2019 residential population data from the American Community Survey (ACS). For a full description of the methodology, please see Appendix C.1. “Overall” refers to all agencies combined while “Municipal” excludes California Highway Patrol. E(m)/E(w); disparity index for minority group of color (m) divided by the value for White individuals (w).

#### *D.1.2 Residential Population Comparison to Calls for Service Stops*

<b>RIPA Calls for Service Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity</b>							
		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
	<b>Equation</b>			<b>A-B</b>	<b>C/B*100</b>	<b>A/B</b>	<b>E(m)/E(w)*</b>
<b>Agency</b>	<b>Race/Ethnicity</b>	<b>RIPA 2020</b>	<b>ACS 2019</b>	<b>Absolute % Difference</b>	<b>Relative % Difference</b>	<b>Disparity Index</b>	<b>Ratio of Disparity</b>
	Asian	2.87%	14.86%	-11.98%	-80.67%	0.19	0.21
	Black	27.27%	8.75%	18.52%	211.77%	3.12	3.31
	Hispanic	34.29%	36.73%	-2.44%	-6.65%	0.93	0.99
Overall	Middle Eastern/South Asian	2.06%					
	Multiracial	1.07%	5.03%	-3.97%	-78.80%	0.21	0.22
	Native American	0.22%	0.26%	-0.03%	-13.58%	0.86	0.92
	Other		0.32%				



**RIPA Calls for Service Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
Municipal	Pacific Islander	0.54%	0.43%	0.10%	24.24%	1.24	1.32
	White	31.69%	33.62%	-1.93%	-5.75%	0.94	
	Asian	2.85%	14.90%	-12.05%	-80.84%	0.19	0.21
	Black	28.58%	9.00%	19.58%	217.48%	3.17	3.42
	Hispanic	33.86%	36.69%	-2.83%	-7.72%	0.92	0.99
	Middle Eastern/South Asian	1.95%					
	Multiracial	1.09%	5.04%	-3.96%	-78.49%	0.22	0.23
	Native American	0.19%	0.25%	-0.06%	-22.55%	0.77	0.83
	Other		0.33%				
	Pacific Islander	0.54%	0.44%	0.10%	23.91%	1.24	1.34
White	30.93%	33.34%	-2.41%	-7.23%	0.93		
Bakersfield PD	Asian	0.78%	7.29%	-6.51%	-89.29%	0.11	0.09
	Black	19.68%	7.23%	12.44%	172.05%	2.72	2.32
	Hispanic	39.21%	48.57%	-9.36%	-19.27%	0.81	0.69
	Middle Eastern/South Asian	1.10%					
	Multiracial	0.66%	3.78%	-3.12%	-82.57%	0.17	0.15
	Native American	0.15%	0.25%	-0.11%	-42.16%	0.58	0.49
	Other		0.17%				
	Pacific Islander	0.24%	0.19%	0.06%	30.34%	1.3	1.11
White	38.19%	32.52%	5.67%	17.42%	1.17		
Asian	3.08%	14.28%	-11.20%	-78.41%	0.22	0.19	
Black	10.7%	5.52%	5.17%	93.72%	1.94	1.74	

**RIPA Calls for Service Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
California Highway Patrol	Hispanic	39.69%	37.15%	2.54%	6.83%	1.07	0.96
	Middle Eastern/South Asian	3.35%					
	Multiracial	0.84%	4.89%	-4.06%	-82.86%	0.17	0.15
	Native American	0.59%	0.36%	0.23%	64.9%	1.65	1.48
	Other		0.25%				
	Pacific Islander	0.46%	0.36%	0.10%	29.28%	1.29	1.16
	White	41.29%	37.18%	4.11%	11.06%	1.11	
Davis PD	Asian	5.69%	22.68%	-16.99%	-74.92%	0.25	0.26
	Black	13.65%	2.07%	11.58%	559.06%	6.59	6.89
	Hispanic	22.25%	12.26%	10.00%	81.56%	1.82	1.9
	Middle Eastern/South Asian	2.15%					
	Multiracial	2.53%	6.41%	-3.89%	-60.58%	0.39	0.41
	Native American	0.38%	0.40%	-0.02%	-4.78%	0.95	0.99
	Other		0.38%				
	Pacific Islander	0.25%	0.31%	-0.06%	-19.39%	0.81	0.84
	White	53.1%	55.48%	-2.38%	-4.30%	0.96	
Fresno PD	Asian	3.62%	13.44%	-9.82%	-73.08%	0.27	0.28
	Black	19.22%	7.04%	12.17%	172.83%	2.73	2.79
	Hispanic	48.0%	47.61%	0.39%	0.82%	1.01	1.03
	Middle Eastern/South Asian	1.96%					
	Multiracial	0.30%	4.23%	-3.92%	-92.87%	0.07	0.07

**RIPA Calls for Service Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
Long Beach PD	Native American	0.45%	0.48%	-0.03%	-5.88%	0.94	0.96
	Other		0.17%				
	Pacific Islander	0.15%	0.10%	0.05%	52.46%	1.52	1.56
	White	26.3%	26.93%	-0.63%	-2.34%	0.98	
	Asian	2.77%	12.84%	-10.07%	-78.45%	0.22	0.24
	Black	33.76%	12.21%	21.55%	176.52%	2.77	3.09
	Hispanic	34.08%	40.73%	-6.65%	-16.33%	0.84	0.93
	Middle Eastern/South Asian	0.64%					
	Multiracial	2.13%	4.66%	-2.54%	-54.44%	0.46	0.51
	Native American	0.32%	0.33%	-0.01%	-3.15%	0.97	1.08
Los Angeles CO SD	Other		0.31%				
	Pacific Islander	1.08%	0.75%	0.34%	44.88%	1.45	1.62
	White	25.22%	28.16%	-2.94%	-10.45%	0.9	
	Asian	2.24%	14.43%	-12.19%	-84.51%	0.15	0.18
	Black	27.66%	7.84%	19.82%	252.86%	3.53	4.09
	Hispanic	43.26%	46.76%	-3.50%	-7.49%	0.93	1.07
	Middle Eastern/South Asian	1.02%					
	Multiracial	2.86%	4.00%	-1.13%	-28.35%	0.72	0.83
	Native American	0.10%	0.21%	-0.10%	-50.82%	0.49	0.57
	Other		0.32%				
Pacific Islander	0.27%	0.24%	0.03%	11.08%	1.11	1.29	
White	22.59%	26.2%	-3.61%	-13.77%	0.86		

**RIPA Calls for Service Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
Los Angeles PD	Asian	2.26%	11.46%	-9.20%	-80.30%	0.2	0.27
	Black	27.72%	8.61%	19.11%	221.79%	3.22	4.4
	Hispanic	45.97%	47.02%	-1.06%	-2.24%	0.98	1.34
	Middle Eastern/South Asian	2.42%					
	Multiracial	0.48%	3.75%	-3.27%	-87.16%	0.13	0.18
	Native American	0.10%	0.16%	-0.06%	-39.21%	0.61	0.83
	Other		0.37%				
	Pacific Islander	0.24%	0.13%	0.11%	85.33%	1.85	2.54
	White	20.81%	28.48%	-7.67%	-26.94%	0.73	
Oakland PD	Asian	3.75%	15.34%	-11.59%	-75.55%	0.24	0.46
	Black	54.16%	23.23%	30.94%	133.17%	2.33	4.41
	Hispanic	23.54%	24.99%	-1.45%	-5.80%	0.94	1.78
	Middle Eastern/South Asian	1.52%					
	Multiracial	1.09%	6.87%	-5.77%	-84.06%	0.16	0.3
	Native American	0.17%	0.34%	-0.17%	-49.67%	0.5	0.95
	Other		0.43%				
	Pacific Islander	0.79%	0.53%	0.26%	50.21%	1.5	2.84
White	14.97%	28.28%	-13.31%	-47.08%	0.53		
Orange CO SO	Asian	3.28%	20.29%	-17.02%	-83.85%	0.16	0.12
	Black	5.36%	1.62%	3.74%	230.94%	3.31	2.45
	Hispanic	33.09%	32.73%	0.36%	1.11%	1.01	0.75

**RIPA Calls for Service Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
	Middle Eastern/South Asian	2.48%					
	Multiracial	0.56%	4.10%	-3.54%	-86.36%	0.14	0.1
	Native American	0.16%	0.19%	-0.03%	-17.19%	0.83	0.61
	Other		0.19%				
	Pacific Islander	0.32%	0.28%	0.04%	13.46%	1.13	0.84
	White	54.76%	40.59%	14.17%	34.91%	1.35	
	Asian	1.98%	6.32%	-4.33%	-68.6%	0.31	0.29
	Black	15.99%	6.10%	9.88%	161.96%	2.62	2.38
	Hispanic	40.48%	46.91%	-6.43%	-13.70%	0.86	0.78
Riverside CO SO	Middle Eastern/South Asian	0.95%					
	Multiracial	0.69%	4.41%	-3.72%	-84.42%	0.16	0.14
	Native American	0.53%	0.43%	0.10%	24.31%	1.24	1.13
	Other		0.25%				
	Pacific Islander	0.46%	0.27%	0.19%	70.62%	1.71	1.55
	White	38.92%	35.32%	3.60%	10.18%	1.1	
	Asian	2.25%	15.44%	-13.19%	-85.43%	0.15	0.13
	Black	29.25%	9.49%	19.76%	208.22%	3.08	2.72
	Hispanic	14.07%	21.06%	-6.99%	-33.19%	0.67	0.59
Sacramento CO SD	Middle Eastern/South Asian	1.74%					
	Multiracial	1.19%	7.47%	-6.28%	-84.14%	0.16	0.14
	Native American	0.16%	0.36%	-0.21%	-57.07%	0.43	0.38

**RIPA Calls for Service Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
Sacramento PD	Other		0.33%				
	Pacific Islander	0.64%	1.12%	-0.48%	-42.90%	0.57	0.5
	White	50.7%	44.72%	5.98%	13.37%	1.13	
	Asian	4.27%	18.59%	-14.33%	-77.06%	0.23	0.22
	Black	39.92%	12.74%	27.18%	213.32%	3.13	3.01
	Hispanic	17.54%	26.33%	-8.79%	-33.39%	0.67	0.64
	Middle Eastern/South Asian	1.94%					
	Multiracial	1.59%	7.43%	-5.84%	-78.57%	0.21	0.21
	Native American	0.18%	0.37%	-0.19%	-50.71%	0.49	0.47
	Other		0.38%				
San Bernardino CO SO	Pacific Islander	0.84%	1.71%	-0.88%	-51.21%	0.49	0.47
	White	33.72%	32.43%	1.28%	3.95%	1.04	
	Asian	1.71%	6.99%	-5.28%	-75.58%	0.24	0.19
	Black	20.6%	7.88%	12.72%	161.47%	2.61	2
	Hispanic	37.21%	50.81%	-13.6%	-26.76%	0.73	0.56
	Middle Eastern/South Asian	0.93%					
	Multiracial	1.5%	4.98%	-3.47%	-69.8%	0.3	0.23
	Native American	0.26%	0.36%	-0.10%	-27.72%	0.72	0.55
	Other		0.17%				
	Pacific Islander	0.40%	0.29%	0.11%	38.68%	1.39	1.06
White	37.39%	28.53%	8.86%	31.05%	1.31		
Asian	2.0%	11.63%	-9.63%	-82.77%	0.17	0.15	

**RIPA Calls for Service Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
San Diego CO SO	Black	9.31%	4.71%	4.61%	97.89%	1.98	1.67
	Hispanic	30.37%	31.91%	-1.54%	-4.81%	0.95	0.8
	Middle Eastern/South Asian	1.44%					
	Multiracial	1.12%	5.24%	-4.12%	-78.54%	0.21	0.18
	Native American	0.91%	0.38%	0.54%	142.95%	2.43	2.05
	Other		0.20%				
	Pacific Islander	0.95%	0.38%	0.56%	146.89%	2.47	2.09
	White	53.88%	45.56%	8.33%	18.27%	1.18	
San Diego PD	Asian	3.22%	16.42%	-13.21%	-80.41%	0.2	0.19
	Black	22.73%	6.05%	16.68%	275.97%	3.76	3.65
	Hispanic	25.93%	28.69%	-2.76%	-9.62%	0.9	0.88
	Middle Eastern/South Asian	1.91%					
	Multiracial	1.04%	5.27%	-4.23%	-80.28%	0.2	0.19
	Native American	0.26%	0.22%	0.05%	21.91%	1.22	1.18
	Other		0.21%				
	Pacific Islander	0.88%	0.38%	0.49%	128.06%	2.28	2.21
San Francisco PD	White	44.03%	42.76%	1.28%	2.99%	1.03	
	Asian	5.42%	34.07%	-28.65%	-84.10%	0.16	0.18
	Black	33.34%	5.0%	28.33%	566.21%	6.66	7.53
	Hispanic	19.18%	13.91%	5.27%	37.86%	1.38	1.56
	Middle Eastern/South Asian	2.30%					

**RIPA Calls for Service Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
	Multiracial	2.27%	5.57%	-3.30%	-59.21%	0.41	0.46
	Native American	0.36%	0.19%	0.18%	94.94%	1.95	2.2
	Other		0.41%				
	Pacific Islander	1.3%	0.34%	0.96%	287.73%	3.88	4.38
	White	35.83%	40.51%	-4.67%	-11.54%	0.88	
	Asian	7.81%	35.7%	-27.89%	-78.14%	0.22	0.22
	Black	13.51%	2.83%	10.68%	376.65%	4.77	4.85
	Hispanic	47.74%	29.48%	18.26%	61.92%	1.62	1.65
	Middle Eastern/South Asian	2.85%					
San Jose PD	Multiracial	2.02%	5.35%	-3.33%	-62.20%	0.38	0.38
	Native American	0.04%	0.18%	-0.14%	-77.82%	0.22	0.23
	Other		0.34%				
	Pacific Islander	0.75%	0.40%	0.35%	88.87%	1.89	1.92
	White	25.28%	25.73%	-0.45%	-1.74%	0.98	

Notes. 2020 RIPA stop data were compared to 2019 residential population data from the American Community Survey (ACS). For a full description of the methodology, please see Appendix C.1. “Overall” refers to all agencies combined while “Municipal” excludes California Highway Patrol. E(m)/E(w); disparity index for minority group of color (m) divided by the value for White individuals (w).



D.1.3 Residential Population Comparison to Officer-Initiated Stops

<b>RIPA Officer-Initiated Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity</b>							
		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
	<b>Equation</b>			<b>A-B</b>	<b>C/B*100</b>	<b>A/B</b>	<b>E(m)/E(w)*</b>
<b>Agency</b>	<b>Race/Ethnicity</b>	<b>RIPA 2020</b>	<b>ACS 2019</b>	<b>Absolute % Difference</b>	<b>Relative % Difference</b>	<b>Disparity Index</b>	<b>Ratio of Disparity</b>
Overall	Asian	5.31%	13.92%	-8.61%	-61.85%	0.38	0.42
	Black	15.82%	6.42%	9.40%	146.43%	2.46	2.74
	Hispanic	40.80%	38.72%	2.08%	5.37%	1.05	1.17
	Middle Eastern/South Asian	4.82%					
	Multiracial	0.87%	4.75%	-3.89%	-81.79%	0.18	0.2
	Native American	0.21%	0.31%	-0.10%	-33.25%	0.67	0.74
	Other		0.27%				
	Pacific Islander	0.52%	0.34%	0.18%	52.47%	1.52	1.7
	White	31.66%	35.26%	-3.60%	-10.22%	0.9	
Municipal	Asian	4.41%	13.36%	-8.95%	-66.97%	0.33	0.4
	Black	22.25%	7.82%	14.43%	184.62%	2.85	3.41
	Hispanic	41.51%	41.17%	0.34%	0.83%	1.01	1.21
	Middle Eastern/South Asian	3.31%					
	Multiracial	0.96%	4.53%	-3.57%	-78.77%	0.21	0.25
	Native American	0.17%	0.24%	-0.07%	-29.27%	0.71	0.85
	Other		0.31%				
	Pacific Islander	0.46%	0.31%	0.15%	47.66%	1.48	1.77
White	26.93%	32.27%	-5.34%	-16.56%	0.83		
Bakersfield PD	Asian	1.66%	7.29%	-5.63%	-77.22%	0.23	0.22
	Black	15.24%	7.23%	8.01%	110.74%	2.11	2.03
	Hispanic	46.34%	48.57%	-2.23%	-4.59%	0.95	0.92

**RIPA Officer-Initiated Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
	Middle Eastern/South Asian	2.49%					
	Multiracial	0.33%	3.78%	-3.44%	-91.14%	0.09	0.09
	Native American	0.09%	0.25%	-0.17%	-65.71%	0.34	0.33
	Other		0.17%				
	Pacific Islander	0.14%	0.19%	-0.05%	-27.13%	0.73	0.7
	White	33.71%	32.52%	1.19%	3.66%	1.04	
	Asian	5.89%	14.28%	-8.40%	-58.78%	0.41	0.44
	Black	11.69%	5.52%	6.17%	111.70%	2.12	2.27
	Hispanic	40.35%	37.15%	3.20%	8.61%	1.09	1.16
	Middle Eastern/South Asian	5.79%					
California Highway Patrol	Multiracial	0.80%	4.89%	-4.09%	-83.58%	0.16	0.18
	Native American	0.23%	0.36%	-0.13%	-34.93%	0.65	0.7
	Other		0.25%				
	Pacific Islander	0.56%	0.36%	0.20%	55.17%	1.55	1.66
	White	34.69%	37.18%	-2.49%	-6.68%	0.93	
	Asian	10.80%	22.68%	-11.88%	-52.39%	0.48	0.55
	Black	10.64%	2.07%	8.57%	413.45%	5.13	5.95
	Hispanic	22.68%	12.26%	10.42%	85.05%	1.85	2.14
Davis PD	Middle Eastern/South Asian	4.64%					
	Multiracial	3.13%	6.41%	-3.28%	-51.17%	0.49	0.57
	Native American	0.11%	0.40%	-0.29%	-72.89%	0.27	0.31

**RIPA Officer-Initiated Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
Fresno PD	Other		0.38%				
	Pacific Islander	0.11%	0.31%	-0.21%	-65.57%	0.34	0.4
	White	47.89%	55.48%	-7.59%	-13.67%	0.86	
	Asian	4.46%	13.44%	-8.98%	-66.82%	0.33	0.34
	Black	12.92%	7.04%	5.88%	83.47%	1.83	1.9
	Hispanic	52.08%	47.61%	4.47%	9.38%	1.09	1.13
	Middle Eastern/South Asian	3.95%					
	Multiracial	0.22%	4.23%	-4.00%	-94.71%	0.05	0.05
	Native American	0.16%	0.48%	-0.32%	-65.85%	0.34	0.35
	Other		0.17%				
Pacific Islander	0.14%	0.10%	0.04%	43.32%	1.43	1.48	
White	26.06%	26.93%	-0.87%	-3.23%	0.97		
Long Beach PD	Asian	5.65%	12.84%	-7.18%	-55.96%	0.44	0.57
	Black	27.32%	12.21%	15.11%	123.74%	2.24	2.91
	Hispanic	38.43%	40.73%	-2.31%	-5.66%	0.94	1.23
	Middle Eastern/South Asian	1.52%					
	Multiracial	4.34%	4.66%	-0.32%	-6.91%	0.93	1.21
	Native American	0.10%	0.33%	-0.23%	-69.22%	0.31	0.4
	Other		0.31%				
	Pacific Islander	0.96%	0.75%	0.21%	28.22%	1.28	1.67
	White	21.68%	28.16%	-6.48%	-23.01%	0.77	
	Asian	6.23%	14.43%	-8.20%	-56.86%	0.43	0.47

**RIPA Officer-Initiated Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
Los Angeles CO SD	Black	16.55%	7.84%	8.71%	111.17%	2.11	2.3
	Hispanic	49.03%	46.76%	2.27%	4.86%	1.05	1.14
	Middle Eastern/South Asian	2.28%					
	Multiracial	1.34%	4.00%	-2.66%	-66.49%	0.34	0.37
	Native American	0.05%	0.21%	-0.16%	-77.86%	0.22	0.24
	Other		0.32%				
	Pacific Islander	0.52%	0.24%	0.27%	112.50%	2.12	2.32
	White	24.01%	26.2%	-2.19%	-8.38%	0.92	
Los Angeles PD	Asian	3.32%	11.46%	-8.14%	-71.05%	0.29	0.5
	Black	26.73%	8.61%	18.12%	210.29%	3.1	5.39
	Hispanic	48.88%	47.02%	1.86%	3.96%	1.04	1.81
	Middle Eastern/South Asian	3.94%					
	Multiracial	0.45%	3.75%	-3.3%	-87.99%	0.12	0.21
	Native American	0.06%	0.16%	-0.10%	-62.74%	0.37	0.65
	Other		0.37%				
	Pacific Islander	0.22%	0.13%	0.09%	73.68%	1.74	3.02
White	16.40%	28.48%	-12.09%	-42.44%	0.58		
Oakland PD	Asian	5.26%	15.34%	-10.07%	-65.68%	0.34	0.84
	Black	51.68%	23.23%	28.45%	122.46%	2.22	5.46
	Hispanic	26.9%	24.99%	1.91%	7.64%	1.08	2.64
	Middle Eastern/South Asian	2.86%					

**RIPA Officer-Initiated Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
	Multiracial	0.77%	6.87%	-6.10%	-88.83%	0.11	0.27
	Native American	0.10%	0.34%	-0.24%	-71.33%	0.29	0.7
	Other		0.43%				
	Pacific Islander	0.91%	0.53%	0.38%	72.94%	1.73	4.24
	White	11.53%	28.28%	-16.75%	-59.24%	0.41	
	Asian	6.40%	20.29%	-13.89%	-68.45%	0.32	0.27
	Black	3.90%	1.62%	2.28%	140.74%	2.41	2.03
	Hispanic	34.14%	32.73%	1.41%	4.31%	1.04	0.88
	Middle Eastern/South Asian	5.22%					
Orange CO SO	Multiracial	0.54%	4.10%	-3.56%	-86.74%	0.13	0.11
	Native American	1.19%	0.19%	0.99%	514.55%	6.15	5.19
	Other		0.19%				
	Pacific Islander	0.53%	0.28%	0.25%	88.43%	1.88	1.59
	White	48.08%	40.59%	7.49%	18.46%	1.18	
	Asian	3.27%	6.32%	-3.05%	-48.26%	0.52	0.5
	Black	11.71%	6.10%	5.61%	91.91%	1.92	1.86
	Hispanic	44.9%	46.91%	-2.01%	-4.28%	0.96	0.93
	Middle Eastern/South Asian	1.92%					
Riverside CO SO	Multiracial	0.88%	4.41%	-3.53%	-80.03%	0.2	0.19
	Native American	0.27%	0.43%	-0.16%	-37.62%	0.62	0.6
	Other		0.25%				
	Pacific Islander	0.54%	0.27%	0.27%	101.87%	2.02	1.95

**RIPA Officer-Initiated Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
Sacramento CO SD	White	36.51%	35.32%	1.19%	3.38%	1.03	
	Asian	3.57%	15.44%	-11.87%	-76.88%	0.23	0.25
	Black	32.42%	9.49%	22.93%	241.60%	3.42	3.75
	Hispanic	18.09%	21.06%	-2.97%	-14.08%	0.86	0.94
	Middle Eastern/South Asian	2.73%					
	Multiracial	1.66%	7.47%	-5.81%	-77.80%	0.22	0.24
	Native American	0.12%	0.36%	-0.24%	-66.77%	0.33	0.37
	Other		0.33%				
	Pacific Islander	0.71%	1.12%	-0.41%	-36.60%	0.63	0.7
	White	40.70%	44.72%	-4.03%	-9.00%	0.91	
Sacramento PD	Asian	5.10%	18.59%	-13.50%	-72.59%	0.27	0.35
	Black	42.81%	12.74%	30.07%	235.96%	3.36	4.23
	Hispanic	21.61%	26.33%	-4.72%	-17.94%	0.82	1.03
	Middle Eastern/South Asian	2.33%					
	Multiracial	1.66%	7.43%	-5.77%	-77.64%	0.22	0.28
	Native American	0.10%	0.37%	-0.28%	-74.05%	0.26	0.33
	Other		0.38%				
	Pacific Islander	0.64%	1.71%	-1.08%	-62.83%	0.37	0.47
San Bernardino CO SO	White	25.76%	32.43%	-6.67%	-20.58%	0.79	
	Asian	3.24%	6.99%	-3.75%	-53.62%	0.46	0.37
	Black	17.07%	7.88%	9.19%	116.66%	2.17	1.72
	Hispanic	39.33%	50.81%	-11.48%	-22.60%	0.77	0.61

**RIPA Officer-Initiated Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
	Middle Eastern/South Asian	1.95%					
	Multiracial	1.73%	4.98%	-3.25%	-65.25%	0.35	0.28
	Native American	0.21%	0.36%	-0.15%	-42.38%	0.58	0.46
	Other		0.17%				
	Pacific Islander	0.43%	0.29%	0.14%	49.50%	1.49	1.18
	White	36.04%	28.53%	7.51%	26.33%	1.26	
	Asian	3.58%	11.63%	-8.05%	-69.24%	0.31	0.28
	Black	6.93%	4.71%	2.23%	47.33%	1.47	1.32
	Hispanic	32.79%	31.91%	0.88%	2.76%	1.03	0.92
	Middle Eastern/South Asian	3.00%					
San Diego CO SO	Multiracial	1.38%	5.24%	-3.87%	-73.75%	0.26	0.24
	Native American	0.58%	0.38%	0.20%	54.42%	1.54	1.38
	Other		0.20%				
	Pacific Islander	0.95%	0.38%	0.56%	146.56%	2.47	2.21
	White	50.8%	45.56%	5.24%	11.51%	1.12	
	Asian	4.95%	16.42%	-11.47%	-69.85	0.3	0.32
	Black	19.96%	6.05%	13.91%	230.14%	3.3	3.5
	Hispanic	30.10%	28.69%	1.40%	4.90%	1.05	1.11
San Diego PD	Middle Eastern/South Asian	2.75%					
	Multiracial	0.97%	5.27%	-4.30%	-81.62%	0.18	0.19
	Native American	0.20%	0.22%	-0.01%	-4.95%	0.95	1.01

**RIPA Officer-Initiated Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2020	ACS 2019	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
San Francisco PD	Other		0.21%				
	Pacific Islander	0.73%	0.38%	0.35%	90.18%	1.9	2.02
	White	40.34%	42.76%	-2.42%	-5.66%	0.94	
	Asian	11.95%	34.07%	-22.12%	-64.92%	0.35	0.42
	Black	24.30%	5.00%	19.30%	385.63%	4.86	5.83
	Hispanic	19.71%	13.91%	5.80%	41.66%	1.42	1.7
	Middle Eastern/South Asian	6.61%					
	Multiracial	2.13%	5.57%	-3.44%	-61.73%	0.38	0.46
	Native American	0.13%	0.19%	-0.06%	-30.79%	0.69	0.83
	Other		0.41%				
San Jose PD	Pacific Islander	1.41%	0.34%	1.08%	320.70%	4.21	5.05
	White	33.75%	40.51%	-6.75%	-16.67%	0.83	
	Asian	14.60%	35.70%	-21.10%	-59.10%	0.41	0.51
	Black	6.84%	2.83%	4.00%	141.15%	2.41	3.03
	Hispanic	50.36%	29.48%	20.87%	70.79%	1.71	2.14
	Middle Eastern/South Asian	5.23%					
	Multiracial	1.65%	5.35%	-3.70%	-69.15%	0.31	0.39
	Native American	0.13%	0.18%	-0.05%	-27.61%	0.72	0.91
	Other		0.34%				
	Pacific Islander	0.70%	0.40%	0.31%	76.85%	1.77	2.22
White	20.49%	25.73%	-5.23%	-20.34%	0.8		



<b>RIPA Officer-Initiated Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity</b>							
		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
	<b>Equation</b>			<b>A-B</b>	<b>C/B*100</b>	<b>A/B</b>	<b>E(m)/E(w)*</b>
<b>Agency</b>	<b>Race/Ethnicity</b>	<b>RIPA 2020</b>	<b>ACS 2019</b>	<b>Absolute % Difference</b>	<b>Relative % Difference</b>	<b>Disparity Index</b>	<b>Ratio of Disparity</b>
Notes. 2020 RIPA stop data were compared to 2019 residential population data from the American Community Survey (ACS). For a full description of the methodology, please see Appendix C.1. “Overall” refers to all agencies combined while “Municipal” excludes California Highway Patrol. E(m)/E(w); disparity index for minority group of color (m) divided by the value for White individuals (w).							

## D.2 Discovery Rate Analysis Tables

### D.2.1 Search Rates

Regression Statistics for Search Rates by Race/Ethnicity					
Agency	Statistic	Asian	Black	Hispanic	Other
Overall	Coefficients	***-0.020 (0.001)	***0.010 (0.001)	***0.006 (0.001)	***-0.018 (0.001)
	Observations	1081587	1414138	2117501	1113754
	Adjusted R <sup>2</sup>	0.305	0.349	0.324	0.305
Municipal	Coefficients	***-0.034 (0.002)	***0.010 (0.002)	0.001 (0.001)	***-0.037 (0.002)
	Observations	392686	626583	843751	399445
	Adjusted R <sup>2</sup>	0.291	0.304	0.302	0.287
Bakersfield PD	Coefficients	0.042 (0.026)	-0.003 (0.012)	-0.011 (0.009)	-0.044 (0.022)
	Observations	4452	6323	9633	4620
	Adjusted R <sup>2</sup>	0.353	0.339	0.340	0.355
California Highway Patrol	Coefficients	***-0.009 (0.000)	*-0.001 (0.000)	***0.006 (0.000)	***-0.006 (0.000)
	Observations	688901	787555	1273750	714309
	Adjusted R <sup>2</sup>	0.091	0.091	0.107	0.090
Davis PD	Coefficients	0.118 (0.037)	0.045 (0.032)	-0.003 (0.018)	-0.033 (0.030)
	Observations	1552	1612	1903	1497
	Adjusted R <sup>2</sup>	0.253	0.228	0.235	0.245
Fresno PD	Coefficients	0.007 (0.006)	0.014 (0.010)	-0.007 (0.005)	-0.015 (0.008)
	Observations	4490	5832	11465	4483
	Adjusted R <sup>2</sup>	0.478	0.438	0.392	0.465
LAUSD	Coefficients	0.138 (0.075)	0.057 (0.055)	-0.037 (0.059)	-0.075 (0.083)
	Observations	159	313	888	180
	Adjusted R <sup>2</sup>	0.506	0.430	0.509	0.544
Long Beach PD	Coefficients	0.037 (0.015)	-0.005 (0.010)	-0.009 (0.010)	*-0.044 (0.017)
	Observations	4721	8682	10325	4942
	Adjusted R <sup>2</sup>	0.264	0.239	0.228	0.271
Los Angeles CO SD	Coefficients	***-0.037 (0.006)	*-0.011 (0.005)	*-0.008 (0.003)	***-0.026 (0.006)

<b>Regression Statistics for Search Rates by Race/Ethnicity</b>					
<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
	Observations	31208	42868	75740	29315
	Adjusted R <sup>2</sup>	0.473	0.447	0.464	0.465
Los Angeles PD	Coefficients	0.014 (0.003)	***0.015 (0.002)	***0.012 (0.002)	***-0.028 (0.003)
	Observations	104820	228139	341292	111643
	Adjusted R <sup>2</sup>	0.336	0.376	0.341	0.334
Oakland PD	Coefficients	0.000 (0.017)	0.022 (0.010)	0.025 (0.012)	*-0.046 (0.018)
	Observations	3729	13906	8107	3641
	Adjusted R <sup>2</sup>	0.342	0.295	0.345	0.312
Orange CO SO	Coefficients	0.055 (0.011)	-0.022 (0.012)	-0.011 (0.006)	***-0.054 (0.009)
	Observations	21759	20817	32839	22178
	Adjusted R <sup>2</sup>	0.401	0.391	0.377	0.398
Riverside CO SO	Coefficients	0.011 (0.006)	-0.004 (0.004)	0.000 (0.003)	-0.004 (0.005)
	Observations	22442	27344	45815	22640
	Adjusted R <sup>2</sup>	0.430	0.402	0.367	0.431
Sacramento CO SD	Coefficients	0.029 (0.017)	0.011 (0.006)	0.002 (0.007)	***-0.049 (0.013)
	Observations	20869	33222	26793	21563
	Adjusted R <sup>2</sup>	0.181	0.173	0.173	0.176
Sacramento PD	Coefficients	0.059 (0.010)	**0.017 (0.006)	0.004 (0.007)	***-0.052 (0.011)
	Observations	16607	35798	24768	16486
	Adjusted R <sup>2</sup>	0.241	0.208	0.224	0.229
San Bernardino CO SO	Coefficients	0.097 (0.011)	***-0.025 (0.005)	***-0.028 (0.004)	***-0.053 (0.007)
	Observations	42805	58407	82088	44014
	Adjusted R <sup>2</sup>	0.265	0.247	0.245	0.261
San Diego CO SO	Coefficients	0.050 (0.011)	*-0.024 (0.009)	***-0.024 (0.006)	***-0.053 (0.009)
	Observations	21155	22571	32471	22060
	Adjusted R <sup>2</sup>	0.273	0.263	0.248	0.270
San Diego PD	Coefficients	***-0.057 (0.005)	***0.017 (0.004)	0.007 (0.003)	***-0.030 (0.005)

<b>Regression Statistics for Search Rates by Race/Ethnicity</b>					
<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
	Observations	68523	91846	106004	68264
	Adjusted R <sup>2</sup>	0.163	0.148	0.155	0.159
San Francisco PD	Coefficients	0.020 (0.006)	***0.040 (0.007)	**0.024 (0.007)	***-0.042 (0.008)
	Observations	17133	23698	20821	16776
	Adjusted R <sup>2</sup>	0.285	0.257	0.277	0.276
San Jose PD	Coefficients	0.043 (0.013)	0.020 (0.014)	0.005 (0.008)	***-0.051 (0.014)
	Observations	6262	5205	12799	5143
	Adjusted R <sup>2</sup>	0.332	0.308	0.267	0.332

Notes. For a full description of the methodology, please see Appendix C.3. Each set of model statistics for a particular agency and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. “Overall” refers to all agencies combined while “Municipal” excludes California Highway Patrol. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons \*\*\* p < 0.001; \*\* p < 0.01; \* p < 0.05. Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

D.2.2 Discovery Rates during Stops with Discretionary Searches

<b>Regression Statistics for Discretionary-Search Discovery Rates by Race/Ethnicity</b>					
<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
Overall	Coefficients	-0.003 (0.009)	***-0.016 (0.004)	***-0.014 (0.004)	**-.020 (0.008)
	Observations	46480	108768	128193	48341
	Adjusted R <sup>2</sup>	0.157	0.186	0.171	0.161
Municipal	Coefficients	0.000 (0.010)	**-.015 (0.004)	**-.011 (0.004)	*-.018 (0.008)
	Observations	44913	106699	124987	46715
	Adjusted R <sup>2</sup>	0.140	0.177	0.159	0.143
Bakersfield PD	Coefficients	0.091 (0.173)	-0.031 (0.023)	0.006 (0.019)	-0.117 (0.080)
	Observations	688	1084	1553	709
	Adjusted R <sup>2</sup>	0.154	0.148	0.118	0.160
California Highway Patrol	Coefficients	-0.050 (0.046)	-0.035 (0.033)	**-.0106 (0.027)	-0.052 (0.049)
	Observations	1567	2069	3206	1626
	Adjusted R <sup>2</sup>	0.380	0.359	0.327	0.380
Davis PD	Coefficients	0.220 (0.152)	-0.161 (0.073)	0.043 (0.036)	*0.271 (0.094)
	Observations	300	355	408	315
	Adjusted R <sup>2</sup>	0.011	0.076	0.037	0.066
Long Beach PD	Coefficients	0.083 (0.062)	-0.005 (0.023)	0.037 (0.023)	0.038 (0.045)
	Observations	694	1577	1853	750
	Adjusted R <sup>2</sup>	0.018	0.036	0.071	0.022
Los Angeles CO SD	Coefficients	0.028 (0.054)	***-0.076 (0.016)	-0.032 (0.013)	-0.012 (0.042)
	Observations	2105	4926	7577	2432
	Adjusted R <sup>2</sup>	0.102	0.148	0.139	0.107
Los Angeles PD	Coefficients	0.004 (0.017)	-0.007 (0.007)	-0.004 (0.006)	-0.015 (0.012)
	Observations	7623	42848	53816	8550
	Adjusted R <sup>2</sup>	0.187	0.228	0.173	0.204
Oakland PD	Coefficients	0.014 (0.036)	*0.047 (0.016)	*0.061 (0.020)	-0.003 (0.040)
	Observations	953	3719	1957	911

**Regression Statistics for Discretionary-Search Discovery Rates by Race/Ethnicity**

Agency	Statistic	Asian	Black	Hispanic	Other
	Adjusted R <sup>2</sup>	0.155	0.165	0.171	0.138
Orange CO SO	Coefficients	0.013 (0.043)	*-0.073 (0.026)	** -0.049 (0.012)	-0.083 (0.034)
	Observations	3807	3924	6981	3843
	Adjusted R <sup>2</sup>	0.156	0.160	0.143	0.156
Riverside CO SO	Coefficients	0.005 (0.054)	-0.084 (0.037)	-0.031 (0.022)	-0.112 (0.058)
	Observations	896	1121	1978	917
	Adjusted R <sup>2</sup>	0.170	0.179	0.162	0.169
Sacramento CO SD	Coefficients	0.018 (0.025)	-0.016 (0.010)	0.000 (0.013)	-0.005 (0.022)
	Observations	4139	7136	5503	4256
	Adjusted R <sup>2</sup>	0.109	0.114	0.106	0.111
Sacramento PD	Coefficients	0.012 (0.026)	-0.029 (0.011)	-0.018 (0.014)	-0.033 (0.025)
	Observations	3782	10435	6165	3757
	Adjusted R <sup>2</sup>	0.080	0.102	0.084	0.086
San Bernardino CO SO	Coefficients	0.005 (0.029)	*-0.027 (0.009)	*-0.021 (0.007)	-0.005 (0.019)
	Observations	8908	12720	17134	9210
	Adjusted R <sup>2</sup>	0.126	0.151	0.128	0.127
San Diego CO SO	Coefficients	0.069 (0.058)	0.032 (0.029)	-0.011 (0.015)	-0.022 (0.035)
	Observations	2723	3039	4369	2814
	Adjusted R <sup>2</sup>	0.066	0.063	0.086	0.069
San Diego PD	Coefficients	0.004 (0.030)	0.026 (0.018)	0.018 (0.017)	-0.011 (0.027)
	Observations	5657	9395	10394	5613
	Adjusted R <sup>2</sup>	0.105	0.119	0.113	0.106
San Francisco PD	Coefficients	0.029 (0.038)	0.009 (0.019)	0.039 (0.021)	-0.025 (0.034)
	Observations	1606	3186	2361	1694
	Adjusted R <sup>2</sup>	0.146	0.164	0.155	0.150
San Jose PD	Coefficients	0.017 (0.047)	-0.017 (0.041)	-0.019 (0.026)	0.013 (0.055)
	Observations	892	957	2505	811

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**Regression Statistics for Discretionary-Search Discovery Rates by Race/Ethnicity**

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<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
	Adjusted R <sup>2</sup>	0.098	0.096	0.108	0.082

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Notes. For a full description of the methodology, please see Appendix C.3. Each set of model statistics for a particular agency and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. “Overall” refers to all agencies combined while “Municipal” excludes CHP. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons \*\*\* p < 0.001; \*\* p < 0.01; \* p < 0.05. Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

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D.2.3 Discovery Rates during Stops with Administrative Searches

<b>Regression Statistics for Administrative-Search Discovery Rates by Race/Ethnicity</b>					
<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
Overall	Coefficients	-0.015 (0.009)	-0.003 (0.004)	***-0.013 (0.003)	** -0.025 (0.007)
	Observations	42337	73072	101814	43948
	Adjusted R <sup>2</sup>	0.177	0.159	0.183	0.171
Municipal	Coefficients	0.002 (0.012)	-0.004 (0.005)	-0.003 (0.004)	** -0.031 (0.009)
	Observations	30100	56928	70706	31173
	Adjusted R <sup>2</sup>	0.163	0.147	0.152	0.155
Bakersfield PD	Coefficients	0.014 (0.191)	-0.075 (0.039)	-0.017 (0.030)	0.062 (0.108)
	Observations	591	906	1281	624
	Adjusted R <sup>2</sup>	0.103	0.081	0.108	0.086
California Highway Patrol	Coefficients	***-0.054 (0.011)	** -0.023 (0.007)	***-0.037 (0.005)	-0.020 (0.010)
	Observations	12237	16144	31108	12775
	Adjusted R <sup>2</sup>	0.148	0.152	0.164	0.150
Davis PD	Coefficients	0.150 (0.081)	-0.060 (0.045)	-0.035 (0.073)	-0.071 (0.106)
	Observations	261	314	355	267
	Adjusted R <sup>2</sup>	0.189	0.170	0.027	0.131
Long Beach PD	Coefficients	0.217 (0.148)	-0.052 (0.053)	-0.024 (0.050)	0.055 (0.101)
	Observations	275	596	607	279
	Adjusted R <sup>2</sup>	0.052	0.014	0.126	0.066
Los Angeles CO SD	Coefficients	0.011 (0.072)	-0.025 (0.022)	-0.011 (0.019)	-0.067 (0.052)
	Observations	1312	2913	4148	1470
	Adjusted R <sup>2</sup>	0.141	0.104	0.140	0.107
Los Angeles PD	Coefficients	0.024 (0.021)	-0.009 (0.009)	-0.004 (0.008)	-0.038 (0.018)
	Observations	7426	19420	29051	7890
	Adjusted R <sup>2</sup>	0.183	0.177	0.157	0.187
Oakland PD	Coefficients	-0.007 (0.053)	0.040 (0.024)	0.015 (0.027)	-0.009 (0.049)
	Observations	757	3666	2115	714



**Regression Statistics for Administrative-Search Discovery Rates by Race/Ethnicity**

Agency	Statistic	Asian	Black	Hispanic	Other
	Adjusted R <sup>2</sup>	0.177	0.160	0.164	0.251
Orange CO SO	Coefficients	0.084 (0.098)	-0.142 (0.111)	-0.045 (0.059)	-0.041 (0.098)
	Observations	455	459	713	439
	Adjusted R <sup>2</sup>	0.039	0.018	0.116	-0.004
Riverside CO SO	Coefficients	-0.004 (0.162)	0.018 (0.059)	0.019 (0.035)	0.007 (0.085)
	Observations	555	714	1232	579
	Adjusted R <sup>2</sup>	-0.036	0.015	0.110	-0.031
Sacramento PD	Coefficients	0.012 (0.050)	-0.010 (0.023)	-0.002 (0.029)	-0.066 (0.044)
	Observations	1208	2523	1815	1246
	Adjusted R <sup>2</sup>	0.166	0.094	0.094	0.124
San Bernardino CO SO	Coefficients	0.150 (0.059)	***-0.073 (0.013)	-0.019 (0.011)	-0.054 (0.025)
	Observations	4147	5804	7949	4330
	Adjusted R <sup>2</sup>	0.141	0.148	0.144	0.130
San Diego CO SO	Coefficients	0.071 (0.069)	-0.028 (0.036)	-0.046 (0.021)	-0.004 (0.048)
	Observations	1601	1799	2561	1641
	Adjusted R <sup>2</sup>	0.161	0.153	0.144	0.155
San Diego PD	Coefficients	-0.015 (0.021)	**0.035 (0.009)	0.020 (0.010)	0.008 (0.019)
	Observations	7238	10591	12058	7358
	Adjusted R <sup>2</sup>	0.115	0.106	0.116	0.115
San Francisco PD	Coefficients	-0.064 (0.037)	0.007 (0.022)	0.004 (0.026)	-0.010 (0.051)
	Observations	1403	2799	2225	1435
	Adjusted R <sup>2</sup>	0.213	0.161	0.220	0.146
San Jose PD	Coefficients	0.047 (0.062)	-0.032 (0.059)	-0.030 (0.033)	-0.150 (0.072)
	Observations	485	534	1175	429
	Adjusted R <sup>2</sup>	0.134	0.134	0.105	0.090

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**Regression Statistics for Administrative-Search Discovery Rates by Race/Ethnicity**

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<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
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Notes. For a full description of the methodology, please see Appendix C.3. Each set of model statistics for a particular agency and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. “Overall” refers to all agencies combined while “Municipal” excludes CHP. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons \*\*\*  $p < 0.001$ ; \*\*  $p < 0.01$ ; \*  $p < 0.05$ . Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

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### D.3 Veil of Darkness Analysis Table

Regression Statistics for Veil of Darkness by Race/Ethnicity					
Agency	Statistic	Asian	Black	Hispanic	Other
Overall	Coefficients	0.004 (0.002)	***-0.021 (0.003)	***-0.023 (0.002)	-0.002 (0.003)
	Observations	148276	191844	297899	154372
	Adjusted R <sup>2</sup>	0.131	0.358	0.230	0.140
Municipal	Coefficients	0.008 (0.006)	***-0.021 (0.005)	***-0.018 (0.004)	0.006 (0.006)
	Observations	33777	62715	90553	34335
	Adjusted R <sup>2</sup>	0.163	0.456	0.291	0.190
Bakersfield PD	Coefficients	0.046 (0.060)	-0.071 (0.118)	-0.080 (0.057)	0.052 (0.061)
	Observations	288	385	679	306
	Adjusted R <sup>2</sup>	0.130	0.137	0.066	-0.074
California Highway Patrol	Coefficients	0.004 (0.003)	***-0.021 (0.003)	***-0.026 (0.003)	-0.002 (0.003)
	Observations	114499	129129	207346	120037
	Adjusted R <sup>2</sup>	0.117	0.182	0.189	0.129
Davis PD	Coefficients	0.033 (0.104)	-0.005 (0.102)	0.166 (0.079)	-0.177 (0.088)
	Observations	134	126	171	128
	Adjusted R <sup>2</sup>	0.161	0.112	0.021	0.003
Fresno PD	Coefficients	0.040 (0.037)	0.006 (0.041)	-0.001 (0.018)	0.015 (0.031)
	Observations	659	927	1903	666
	Adjusted R <sup>2</sup>	0.180	0.053	0.052	0.008
Long Beach PD	Coefficients	0.057 (0.055)	-0.010 (0.042)	-0.016 (0.034)	-0.053 (0.037)
	Observations	522	883	1158	532
	Adjusted R <sup>2</sup>	0.197	0.232	0.133	0.374
Los Angeles CO SD	Coefficients	-0.005 (0.017)	-0.031 (0.022)	-0.026 (0.012)	0.013 (0.016)
	Observations	3824	5185	8796	3497
	Adjusted R <sup>2</sup>	0.359	0.345	0.181	0.255
Los Angeles PD	Coefficients	0.004 (0.013)	-0.016 (0.007)	** -0.020 (0.005)	0.009 (0.014)
	Observations	8787	27412	43899	9473

**Regression Statistics for Veil of Darkness by Race/Ethnicity**

Agency	Statistic	Asian	Black	Hispanic	Other
	Adjusted R <sup>2</sup>	0.077	0.470	0.214	0.188
Oakland PD	Coefficients	-0.037 (0.123)	-0.089 (0.055)	0.048 (0.071)	0.044 (0.118)
	Observations	236	806	504	256
	Adjusted R <sup>2</sup>	0.111	0.123	0.183	0.096
	Coefficients	0.006 (0.023)	-0.017 (0.012)	-0.028 (0.028)	0.035 (0.020)
Orange CO SO	Observations	2081	1947	3039	2130
	Adjusted R <sup>2</sup>	0.103	0.087	0.120	0.067
	Coefficients	0.012 (0.014)	0.006 (0.020)	0.021 (0.018)	0.028 (0.018)
Riverside CO SO	Observations	2208	2633	4504	2245
	Adjusted R <sup>2</sup>	0.148	0.276	0.293	0.173
	Coefficients	0.004 (0.020)	*-0.082 (0.025)	-0.048 (0.026)	-0.040 (0.029)
Sacramento CO SD	Observations	1544	2828	2261	1599
	Adjusted R <sup>2</sup>	0.131	0.205	0.164	0.067
	Coefficients	0.004 (0.025)	-0.046 (0.018)	-0.030 (0.023)	-0.002 (0.020)
Sacramento PD	Observations	1966	5154	3391	2026
	Adjusted R <sup>2</sup>	0.082	0.149	0.130	0.263
	Coefficients	-0.000 (0.014)	0.000 (0.018)	0.005 (0.018)	-0.010 (0.017)
San Bernardino CO SO	Observations	3810	4961	7424	3888
	Adjusted R <sup>2</sup>	0.189	0.204	0.166	0.133
	Coefficients	0.002 (0.022)	0.023 (0.027)	-0.023 (0.028)	-0.063 (0.033)
San Diego CO SO	Observations	1606	1673	2822	1704
	Adjusted R <sup>2</sup>	0.050	0.116	0.259	0.106
	Coefficients	-0.014 (0.021)	-0.014 (0.020)	-0.009 (0.019)	0.029 (0.022)
San Diego PD	Observations	3794	5075	6555	3713
	Adjusted R <sup>2</sup>	0.099	0.379	0.228	0.067
	Coefficients	0.064 (0.024)	-0.029 (0.031)	-0.048 (0.031)	0.040 (0.028)
San Francisco PD	Observations	1770	2229	2014	1713

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**Regression Statistics for Veil of Darkness by Race/Ethnicity**

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Agency	Statistic	Asian	Black	Hispanic	Other
	Adjusted R <sup>2</sup>	0.049	0.243	0.154	0.248
	Coefficients	0.058 (0.073)	0.022 (0.085)	-0.003 (0.036)	0.042 (0.068)
San Jose PD	Observations	546	485	1417	456
	Adjusted R <sup>2</sup>	0.186	0.028	0.108	0.143

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Notes. For a full description of the methodology, please see Appendix C.3. Each set of model statistics for a particular agency and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. “Overall” refers to all agencies combined while “Municipal” excludes CHP. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons: \*\*\* p < 0.001; \*\* p < 0.01; \* p < 0.05. Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

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## D.4 Use of Force Analysis Table

Regression Statistics for Use of Force by Race/Ethnicity					
Agency	Statistic	Asian	Black	Hispanic	Other
Overall	Coefficients	***0.796 (0.055)	***1.319 (0.025)	***1.158 (0.022)	***0.823 (0.045)
	Observations	260353	504769	802035	275760
	Adjusted R <sup>2</sup>	0.162	0.172	0.182	0.165
Municipal	Coefficients	*0.873 (0.061)	***1.244 (0.025)	***1.163 (0.024)	**0.859 (0.049)
	Observations	136333	310086	423394	142869
	Adjusted R <sup>2</sup>	0.128	0.146	0.151	0.131
Bakersfield PD	Coefficients	1.356 (0.691)	1.076 (0.209)	1.230 (0.150)	2.006 (0.507)
	Observations	1263	2633	4867	1475
	Adjusted R <sup>2</sup>	-0.116	-0.033	0.025	-0.149
California Highway Patrol	Coefficients	***0.465 (0.147)	*1.251 (0.073)	0.993 (0.053)	0.732 (0.114)
	Observations	104385	153692	303575	111135
	Adjusted R <sup>2</sup>	0.011	0.018	0.048	0.014
Davis PD	Coefficients	0.000 (6.992)	3.841 (0.588)	2.863 (0.530)	39.599 (1.914)
	Observations	232	735	800	258
	Adjusted R <sup>2</sup>	-0.146	-0.236	-0.159	-0.153
Long Beach PD	Coefficients	0.895 (0.562)	1.380 (0.186)	1.571 (0.186)	1.195 (0.385)
	Observations	1034	3121	4279	1103
	Adjusted R <sup>2</sup>	-0.005	0.025	0.096	0.024
Los Angeles CO SD	Coefficients	0.611 (0.283)	1.003 (0.122)	1.134 (0.111)	0.631 (0.250)
	Observations	3886	11226	17551	4238
	Adjusted R <sup>2</sup>	0.012	0.104	0.137	0.022
Los Angeles PD	Coefficients	0.812 (0.139)	**1.244 (0.059)	*1.148 (0.048)	0.778 (0.108)
	Observations	20563	92861	158490	24242
	Adjusted R <sup>2</sup>	0.035	0.059	0.097	0.045
Oakland PD	Coefficients	0.914 (0.247)	*1.371 (0.097)	1.233 (0.132)	1.150 (0.253)
	Observations	1536	11613	5426	1479

**Regression Statistics for Use of Force by Race/Ethnicity**

Agency	Statistic	Asian	Black	Hispanic	Other
	Adjusted R <sup>2</sup>	-0.172	0.063	-0.008	-0.128
Orange CO SO	Coefficients	0.553 (0.397)	1.664 (0.258)	0.966 (0.143)	0.916 (0.360)
	Observations	4110	4490	10016	4340
	Adjusted R <sup>2</sup>	0.084	0.084	0.133	0.073
Riverside CO SO	Coefficients	0.692 (0.906)	1.644 (0.304)	1.259 (0.162)	0.817 (0.651)
	Observations	1075	2025	6821	1016
	Adjusted R <sup>2</sup>	-0.149	0.034	0.120	-0.137
Sacramento PD	Coefficients	0.941 (0.134)	***1.279 (0.059)	1.193 (0.080)	0.789 (0.131)
	Observations	9910	29205	17484	9813
	Adjusted R <sup>2</sup>	0.092	0.175	0.142	0.101
San Bernardino CO SO	Coefficients	1.473 (0.244)	1.175 (0.079)	1.133 (0.070)	0.851 (0.187)
	Observations	18963	31813	50868	19572
	Adjusted R <sup>2</sup>	0.255	0.253	0.261	0.261
San Diego CO SO	Coefficients	1.661 (0.437)	1.544 (0.232)	1.384 (0.134)	1.214 (0.271)
	Observations	4843	6054	10503	5251
	Adjusted R <sup>2</sup>	-0.049	-0.020	0.023	-0.034
San Diego PD	Coefficients	0.803 (0.152)	1.170 (0.066)	1.135 (0.057)	0.866 (0.116)
	Observations	29364	49735	59844	29950
	Adjusted R <sup>2</sup>	0.151	0.161	0.165	0.153
San Francisco PD	Coefficients	0.536 (0.259)	1.156 (0.112)	1.043 (0.132)	0.742 (0.207)
	Observations	4549	10003	7165	4730
	Adjusted R <sup>2</sup>	0.073	0.129	0.068	0.071
San Jose PD	Coefficients	0.704 (0.398)	1.201 (0.240)	1.182 (0.169)	1.245 (0.405)
	Observations	1081	1372	5835	1026
	Adjusted R <sup>2</sup>	-0.109	-0.060	-0.023	-0.065

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**Regression Statistics for Use of Force by Race/Ethnicity**

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<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
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Notes. For a full description of the methodology, please see Appendix C.4. Each set of model statistics for a particular agency and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. “Overall” refers to all agencies combined while “Municipal” excludes CHP. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons: \*\*\*  $p < 0.001$ ; \*\*  $p < 0.01$ ; \*  $p < 0.05$ . Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

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## **APPENDIX E – WAVE 3 AND 4 BIAS-FREE POLICING POLICIES**

## **E.1 Davis Police Department**

# **DAVIS POLICE DEPARTMENT**

## **BIASED-BASED POLICING**

### **Policy and Procedure 2.42-A**

#### **DEPARTMENT MANUAL**

#### **Index as:**

**Racial profiling**

**Bias-Based policing**

**Profiling**

**Stop data collection**

**Data collection**

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## **I. POLICY**

The Davis Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served.

Police action that is biased is unlawful and alienates the public, fosters distrust of police, and undermines legitimate law enforcement efforts. Race, ethnicity or nationality, religion, sex, sexual orientation, gender, gender identity or expression, economic status, age, cultural group, disability or affiliation with any other similar identifiable group shall not be used as the basis for providing differing levels of law enforcement service or enforcement of the law (i.e., discriminatory or bias-based policing).

Furthermore, a fundamental right guaranteed by the Constitution of the United States is due process and equal protection under the law guaranteed by the Fourteenth Amendment. Along with this right to due process and equal protection is the fundamental right to be free from unreasonable searches and seizures by government agents as guaranteed by the Fourth Amendment. Therefore, it is the policy of this Department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group. Members are charged with protecting these rights.

Community members may file complaints for alleged bias-based or discriminatory policing at <https://cityofdavis.org/city-hall/police-department-/how-are-we-doing/complaint-inquiry-submission/-fsiteid-1>. The Department will investigate all complaints of bias-based or discriminatory policing pursuant to Policy & Procedure 1.07-A, Civilian Complaints.

## **II. PURPOSE**

The purpose of this policy is to increase the Department's effectiveness as a law enforcement agency and help build mutual trust and respect with diverse groups and communities. This policy provides guidance to Department members that affirms the Davis Police Department's commitment to providing services and enforcing laws in a professional, nondiscriminatory, fair, and equitable manner that keeps both the community and officers safe and protected. The Department recognizes that explicit and implicit bias can occur at both an individual and an institutional level and is committed to addressing and eradicating inappropriate use of biases.

### **III. PROCEDURE**

#### A. Definitions

“**Age**” refers to the chronological age of any individual.

“**Ancestry**” refers to a person’s family or ethnic descent.

“**Behavioral Health Disabilities**” refers to disabilities associated with substance-related disorders, addictive disorders, and mental disorders.

“**Bias-Based Policing**” is conduct motivated, implicitly or explicitly, by the member’s beliefs about someone based on the person’s actual or perceived personal characteristics, i.e., race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability. For purposes of this policy, bias-based policing also includes, but is not limited to, an inappropriate reliance on actual or perceived characteristics of a person such as; language ability, skin color, genetic information, marital status, behavioral health disability, where they are located, mode of transportation, manner of dress, housing status, ancestry, medical condition, citizenship, immigration status, and other such distinguishing characteristics.

“**Detention or Investigatory Stop**” is a seizure of a person by an officer that results from physical restraint, unequivocal verbal commands, or words or conduct by an officer that would result in a reasonable person believing that he or she is not free to leave or otherwise disregard the officer. Absent physical restraint, before a detention exists in the law, it is necessary that the person actually submits to the assertion of authority.

“**Disability**” includes mental disability and physical disability.

“**Discriminatory Policing**” refers to differential enforcement or non-enforcement of the law, including the selection or rejection of particular policing tactics or strategies, which has a disparate impact on individuals of a particular demographic category.

“**Explicit Bias or Conscious Bias**” is the traditional conceptualization of bias. With explicit bias, individuals are aware of their prejudices and attitudes toward certain groups. Positive or negative preferences for a particular group are conscious. Overt racism and racist comments are examples of explicit biases.

“**Field interview or FI**” refers to voluntary contacts during which an officer may ask questions or try to gain information about possible criminal activity, without indicating or implying that a person is not free to leave or is obligated to answer the officer’s questions.

“**Gender Identity**” means a person’s internal, deeply-felt sense of being male, female, or something other or in-between, regardless of the sex they were assigned at birth.

“**Gender Expression**” means an individual’s characteristics and behaviors (such as appearance, dress, mannerisms, speech patterns, and social interactions) that may be perceived as masculine or feminine.

“**Genetic information**” means, with respect to any individual, information about any of the following:

- The individual’s genetic tests.
- The genetic tests of family members of the individual.
- The manifestation of a disease or disorder in family members of the individual.

“Genetic information” does not include information about the sex or age of any individual.

**“Implicit Bias or Unconscious Bias”** refers to the attitudes or stereotypes that affect a person’s understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control. Implicit biases are different from known biases that individuals may choose to conceal.

**“LGBT”** is a common abbreviation that refers to the lesbian, gay, bisexual, and transgender community.

**“Mental Disability”** includes, but is not limited to, all of the following:

- Having any mental or psychological disorder or condition, such as intellectual disability, organic brain syndrome, emotional or mental illness, or specific learning disabilities, that limits a major life activity.
- Any other mental or psychological disorder or condition not described above that requires special education or related services.
- Having a record or history of a mental or psychological disorder or condition.
- Being regarded or treated as having, or having had, any mental condition that makes achievement of a major life activity difficult.
- Being regarded or treated as having, or having had, a mental or psychological disorder or condition that has no present disabling effect, but that may become a mental disability.

“Mental disability” does not include sexual behavior disorders, compulsive gambling, kleptomania, pyromania, or psychoactive substance use disorders resulting from the current unlawful use of controlled substances or other drugs.

**“Physical Disability”** includes, but is not limited to, all of the following:

- Having any physiological disease, disorder, condition, cosmetic disfigurement, or anatomical loss that does both of the following:
  - Affects one or more of the following body systems: neurological, immunological, musculoskeletal, special sense organs, respiratory, including speech organs, cardiovascular, reproductive, digestive, genitourinary, hemic and lymphatic, skin, and endocrine.
  - Limits a major life activity
- Any other health impairment not described above that requires special education or related services.
- Having a record or history of a disease, disorder, condition, cosmetic disfigurement, anatomical loss, or health impairment, which is known.
- Being regarded or treated as having, or having had, any physical condition that makes achievement of a major life activity difficult.
- Being regarded or treated as having, or having had, a disease, disorder, condition, cosmetic disfigurement, anatomical loss, or health impairment that has no present disabling effect but may become a physical disability.

“Physical disability” does not include sexual behavior disorders, compulsive gambling, kleptomania, pyromania, or psychoactive substance use disorders resulting from the current unlawful use of controlled substances or other drugs.

**“Probable Cause to Arrest”** is a set of specific facts that would lead a reasonable person to objectively believe and strongly suspect that a crime was committed by the person to be arrested.

**“Race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, age, sexual orientation, or military**

**and veteran status**” includes a perception that the person has any of those characteristics or that the person is associated with a person who has, or is perceived to have, any of those characteristics.

**“Racial or identity profiling”** is the consideration of, or reliance on, to any degree, actual or perceived race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability in deciding which persons to subject to a stop or in deciding upon the scope or substance of law enforcement activities following a stop, except that an officer may consider or rely on characteristics listed in a specific suspect description. The activities include, but are not limited to, traffic or pedestrian stops, or actions during a stop, such as asking questions, frisks, consensual and nonconsensual searches of a person or any property, seizing any property, removing vehicle occupants during a traffic stop, issuing a citation, and making an arrest. (Penal Code § 13519.4).

**“Reasonable Suspicion to Conduct a Pat-Search”** is justified if officers have a factual basis to suspect that a person is carrying a weapon, dangerous instrument, or an object that can be used as a weapon, or if the person poses a danger to the safety of the officer or others. Officers must be able to articulate specific facts that support an objectively reasonable apprehension of danger under the circumstances and not base their decision to conduct a pat search on any perceived individual characteristics. Reasonable suspicion to conduct a pat search is different than reasonable suspicion to detain. The scope of the pat search is limited only to a cursory or pat down search of the outer clothing to locate possible weapons. Once an officer realizes an object is not a weapon, or an object that cannot be used as a weapon, the officer must move on.

**“Reasonable Suspicion to Detain”** is a set of specific facts that would lead a reasonable person with the officer’s same knowledge, training and experience to believe that a crime is occurring, had occurred in the past, or is about to occur. Reasonable suspicion to detain is also established whenever there is any violation of law. Reasonable suspicion cannot be based solely on a hunch or instinct.

**“Religion”** includes **“religious creed,” “religious observance,” “religious belief,” and “creed”** which are all aspects of religious belief, observance, and practice, including religious dress and grooming practices. **“Religious dress practice”** shall be construed broadly to include the wearing or carrying of religious clothing, head or face coverings, jewelry, artifacts, and any other item that is part of an individual observing a religious creed. **“Religious grooming practice”** shall be construed broadly to include all forms of head, facial, and body hair that are part of an individual observing a religious creed.

**“Search”** refers to an exploration or inspection of a person’s house, body, clothing, property or other intrusion on a privacy interest by a law enforcement officer for the purpose of discovering evidence of a crime or a person who is accused of a crime.

**“Sex”** includes, but is not limited to, a person’s gender. **“Gender”** means sex, and includes a person’s gender identity and gender expression.

**“Sexual Orientation”** means heterosexuality, homosexuality, and bisexuality.

**“Stop”** generally describes **“Detentions,” “Investigatory Stops” and “Vehicle Stops.”**

**“Vehicle stop”** refers to the involuntary detention of a vehicle and the person driving the vehicle or an occupant based on probable cause that the driver has committed a traffic violation, or reasonable suspicion based on specific and articulable facts that the vehicle or an occupant of the vehicle has been, is, or is about to be engaged in the commission of a crime.

**“Voluntary or Consensual Contacts”** refers to interactions between members and community members that do not involve coercion. During the course of a voluntary contact, a community member is free to leave at any time, and is under no obligation to respond to officers’ attempts at questioning or conversation.

**“Voluntary Social Contacts”** refers to voluntary contacts between Department members and community members that are intended to serve no specific investigative purpose. Voluntary social contacts do not include questioning about possible criminal activity, but may serve other law enforcement purposes, including building trust and developing rapport with community members.

#### B. Bias-Based Policing Prohibited

Bias-based policing is strictly prohibited. However, nothing in this policy is intended to prohibit members from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

Members may consider relevant personal characteristics of an individual when determining whether to identify services designed for individuals with those characteristics (e.g., physical disability, behavioral crisis, homelessness, drug use, etc.)

#### C. Religious Freedom

Members shall not collect information on a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law regarding criminal investigations (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):

1. In compiling personal information about a person’s religious belief, practice, affiliation, national origin or ethnicity.
2. By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

#### D. Bias-by-Proxy

Bias-by-proxy can be defined as when an individual calls the police and makes false or ill-informed claims of misconduct about persons they dislike or are biased against (either implicit or explicit bias).

1. Members should be aware of the potential for biased-based motivations behind calls for service.
2. Members should always aim to build community trust through all actions they take, especially in response to bias-based reports.
3. Members should exhibit critical decision making, drawing on their training and awareness of implicit and explicit bias, to assess whether there is a legitimate law enforcement purpose before taking action. Absent a legal duty to act, no member is obligated to take any discretionary action where bias-based motivation is behind a call for service.
4. When taking calls and dispatching, dispatchers should collect enough information necessary to verify there is a legitimate law enforcement purpose for the call and relay information without including biased assumptions. For suspected bias-motivated calls, dispatchers may use discretion to inform the caller that a member will not respond to the call without a

legitimate basis of there being potentially criminal conduct or when there is no legitimate law enforcement purpose for responding.

5. If dispatchers assign a member to a call, they should inform the responding member(s) and the Watch Commander of any concerns with the call for service. The responding member and/or the Watch Commander may cancel the call at their discretion.

#### E. Member Responsibility

1. Every member of this Department shall perform their duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.
2. Members should treat all members of the public with courtesy, professionalism, and respect. Members will not use harassing, intimidating, derogatory, or prejudiced language, particularly when related to an individual's actual or perceived protected characteristics.
3. Members will refer to all members of the public, including LGBT individuals, using the names, pronouns, and titles of respect appropriate to the individual's gender identity as expressed or clarified by the individual. Proof of the person's gender identity, such as an identification card, will not be required. Members should refer to attachment Policy & Procedure 2.42-AA, Definitions related to Sexual Orientation and Gender Diversity for further guidance.

Members will not inquire about intimate details of an individual's sexual practices, anatomy, or gender-related medical history, except as necessary to serve valid, nondiscriminatory law enforcement objectives.

#### 4. Reasons for Voluntary Contact

- a. Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.
- b. To the extent that written documentation would otherwise be completed (e.g., arrest report, Field Interview (FI) card, search), the involved officer should include those facts giving rise to the officer's reasonable suspicion or probable cause for the detention, as applicable.
- c. Except for required data-collection RIMS entries, nothing in this policy shall require any officer to document a voluntary contact or social contact that would not otherwise require reporting.

#### 5. For Stops/Arrests

- a. When conducting stops, officers should introduce themselves to the person being stopped and provide an explanation for the stop as soon as soon as reasonable and practicable.
- b. When reasonable and feasible under attendant circumstances, officers should listen to the member of the public's questions or concerns without interruption and directly address the questions the person may have regarding the stop, including an explanation of options for citation disposition if relevant.



- c. Officers will ensure that a stop is no longer than necessary to take appropriate action for the known or suspected offense(s) and should convey the purpose of any reasonable delays.
- d. Officers conducting a stop and/or pat-search shall be prepared to articulate sufficient reason for the stop and or search, independent of the protected characteristics of the individual.
- e. Officers arresting a person shall be prepared to articulate sufficient reason for the arrest, independent of the protected characteristics of the individual.

#### 6. Reporting of Stops

- a. Unless an exception applies under 11 CCR 999.227, an officer conducting a stop of a person shall collect the data elements required by 11 CCR 999.226 for every person stopped and prepare a stop data report in RIMS. When multiple officers conduct a stop, the officer with the highest level of engagement with the person shall collect the data elements and prepare the RIMS report (11 CCR 999.227).
- b. If multiple agencies are involved in a stop and the Davis Police Department is the primary agency, the Davis Police Department officer shall collect the data elements and prepare the stop data report in RIMS (11 CCR 999.227).
- c. The stop data report should be completed by the end of the officer's shift or as soon as practicable (11 CCR 999.227).

#### 7. No Retaliation/Discipline

No member shall, in any manner, dissuade or impede any person or member from filing a complaint or reporting misconduct, nor shall any member retaliate, threaten, or harass any person or member who has alleged or reported misconduct. Any interference or allegation of retaliatory action by a member shall be immediately reported to the Deputy Chief. Interference and/or retaliation are grounds for discipline as are breaches of this policy.

#### F. Supervisor Responsibility

1. Provide leadership, counseling, direction, and support to members as needed.
2. Lead efforts to engage individuals and groups and ensure that members are working actively to engage the community and increase public trust.
3. Monitor those individuals under their command for any behavior that may conflict with the purpose of this policy and shall handle any alleged or observed violation of this policy in accordance with department policy.
4. Review documentation, including video from body-worn cameras as appropriate, of investigatory stops, detentions, searches, and arrests for completeness, accuracy, and adherence to law and department policy.
5. Establish and enforce the expectation that members will police in a manner that is consistent with the U.S. and California Constitutions and federal and state laws, as well as internal policies (See Rule & Regulation 7.52).
6. Discuss any issues with the involved officer and their supervisor in a timely manner.

7. Initiate investigations of any actual or alleged violations of this policy (see Policy & Procedure 1.07-A).
8. Ensure that no retaliatory action is taken against any community member or member of this Department who discloses information concerning profiling and/or bias-based policing.
9. Identify training and professional development needs and opportunities.
10. Highlight areas where members are engaging appropriately and effectively and use those examples during roll call and other training opportunities.

#### G. Administration

Each year, Professional Standards shall review the efforts of the Department to prevent profiling/bias-based policing and submit an overview, including public concerns and complaints and an analysis of stop data, to the Police Chief. It should be reviewed to identify any changes in training or operations that should be made to improve service. Supervisors shall review the annual report and discuss the results with those they are assigned to supervise.

#### H. Training

1. Training on fair and objective policing and review of this policy should be conducted as directed by Professional Standards at least annually.
2. All sworn members and public safety dispatchers of this Department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subjects of racial and identity profiling, bias-based policing, and procedural justice (i.e., principled policing).

Pending participation in such POST-approved training and at all times, all members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community in performing their duties.

3. All members will be scheduled to attend initial implicit bias training and regularly scheduled updated training.
4. Each sworn member of this Department who received initial racial - or bias - based profiling training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).
5. Dispatchers will receive periodic training in identifying biased calls and on operating procedures for how biased calls should be dispatched.

#### I. Reporting to California Department of Justice

1. Professional Standards shall ensure that all data required by the Department of Justice (DOJ) regarding citizen complaints of racial bias against officers is collected and reported annually to DOJ (Penal Code § 13012; Penal Code § 13020).
2. The Records & Communications Manager shall ensure that all stop data required by the Department of Justice is reported annually.

**Darren Pytel**  
**Police Chief**  
**6/16**

**Revised:** 7/17 changed profiling to policing  
8/18 stop data required  
01/19 changes and definitions  
11/19  
1/2020 updated  
09/20 Religions Freedom added and changes to proxy

**Reviewed 12/17, 05/19**

## **E.2 Alameda County Sheriff's Office**

<b>ALAMEDA COUNTY</b>  <b>SHERIFF'S OFFICE</b>  <b>GENERAL ORDER</b>	<b>NUMBER:</b> 1.19
	<b>RELATED ORDERS:</b> General Order 5.23
	<b>ISSUE DATE:</b> February 5, 2004
	<b>REVISION DATE:</b> <i>February 17, 2021</i>
<b>CHAPTER:</b> Law Enforcement Role, Responsibilities, and Relationships	<b>SUBJECT:</b> Bias-Based <i>Policing / Racial Identity Profiling</i>

- I. **PURPOSE:** To ensure that all persons coming into contact with employees of the Agency receive fair and equitable treatment.
- II. **POLICY:** Agency employees will engage only in those actions that are lawful and based on probable cause, reasonable suspicion, or some lawful articulable standard.
- III. **DEFINITION:**
  - A. **BIAS-BASED *POLICING:*** *The Commission on Accreditation for Law Enforcement Agencies (CALEA) describes bias-based policing as the unfair selection of individuals for law enforcement actions based in whole or in part on a trait common to a group, without actionable intelligence to support consideration of that trait. This includes but is not limited to race, ethnic background national origin, gender, sexual orientation/identity, religion, economic status, age, cultural group, or any other identifiable characteristics.*
  - B. **CRIMINAL PROFILING:** Is the legitimate practice based on articulable behaviors or characteristics that can be analyzed and evaluated. Deputies must have individualized suspicion based on articulable behavior or characteristics to stop or detain anyone.
  - C. ***PENAL CODE SECTION 13519.4(e) Defines racial or identity profiling as, “for purposes of this section, is the consideration of, or reliance on, to any degree, actual or perceived race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability in deciding which person to subject to a stop or in deciding upon the scope or substance of law enforcement activities following a stop, except that an officer may consider or rely on characteristics listed in a specific suspect description. The activities include, but are not limited to, traffic or pedestrian stops, or actions during a stop, such as asking questions, frisks, consensual and nonconsensual searches of a person or any property, seizing any property, removing vehicle occupants during a traffic stop, issuing a citation, and making an arrest.”***
- IV. **ORDER:** All Agency transactions or enforcement will be based on legal and articulable standards.

- A. Biased-Based ***Policing*** in traffic ***or pedestrian*** contacts, field contacts, asset seizure and forfeiture, or any other activities performed by the Sheriff's Office is prohibited.
  - 1. Any member who engages in the practice of bias-based policing will be subject to disciplinary action, which may include termination from employment.
  - 2. All personnel are required to immediately report incidents or complaints of bias-based policing to their supervisors.
  
- B. The ***Law Enforcement Services (LES) Contract Services*** Division Commander, ***or his/her designee***, shall conduct an annual review of Agency practices, incidents, and trends and forward a report to the Sheriff. The review and report shall consist of an analysis of citizen complaints, internal complaints, and traffic study statistical survey reports. The commander shall be watchful for indicators that give the appearance of or might cause citizen concerns of bias-based policing. After having been reviewed by the Sheriff, this annual report will be reviewed at the Sheriff's Advisory Committee. The ***LES Contract Services*** Division Commander shall be responsible for taking appropriate corrective action if bias-based policing occurs or gives the appearance or indication of occurring within the Agency.
  
- C. All personnel transacting business or enforcement activities with the public shall receive ***training in accordance with the Commission on Police Officer Standards and Training (P.O.S.T.), and by the California Code of Regulations (CCR section 1081) Minimum Standards for Legislatively Mandated Courses.***
  
- D. The Commanding Officer of the Regional Training Center (RTC) shall develop and provide training required by POST and any other training deemed relevant to ensure the fair and equitable treatment of the public. In an effort to ensure that all aspects of bias-based policing are addressed and current the RTC will consult with POST, the Sheriff's Office Training Committee, and the Alameda County Law Enforcement Training Managers Association (ACLETMA).
  
- E. ***Additional training will be conducted annually in accordance with CALEA standards. The annual CALEA required training will be conducted via a training bulletin.***

### **E.3 Kern County Sheriff's Office**



*Kern County Sheriff's Office*  
**Policies and Procedures**

<b>TITLE: BIAS BASED POLICING</b>		<b>NO: J-2300</b>	
<b>APPROVED: Donny Youngblood, Sheriff-Coroner</b>			
<b>EFFECTIVE:</b> <b>January 01, 2021</b>	<b>REVIEWED:</b> 09/16/2020	<b>REVISED:</b> 09/16/2020	<b>UPDATED:</b> 09/16/2020

**INTRODUCTION**

There has been a growing national perception that law enforcement action is often based on racial stereotypes or "racial profiling." In order to address this perception in California, the State legislature has enacted statutes mandating additional training for all California law enforcement officers on "racial, identity, and cultural differences and development of effective, non-combative methods of carrying out law enforcement duties in a diverse racial, identity and cultural environment. (See Penal Code Section 13519.4(a). Also see California Penal Code 13519.4(f) which prohibits racial profiling by law enforcement officers).

The State of California passed Assembly Bill 953 in 2015. AB 953, known as the Racial and Identity Profiling Act of 2015 (RIPA), requires the reporting of detailed data regarding all stops, which AB 953 defines as a detention or search, including a consensual search, to the California Department of Justice. The data elements collected and reported will include but not be limited to the circumstances surrounding the personal contact and perceived information regarding the person being contacted.

Discriminatory conduct based on race, religion, color, ethnicity, national origin, age, gender, gender identity, gender expression, sexual orientation, or disability while performing any law enforcement activity is prohibited. All law enforcement contacts and activities, including, but not limited to, calls for service, investigations, law enforcement-initiated stops or detentions, and activities following stops or detentions, shall be unbiased and based on legitimate, articulable facts. All law enforcement action taken shall be consistent with the standards of reasonable suspicion or probable cause as required by federal and state law.

Failure to comply with this policy is counterproductive to professional law enforcement and is an act of misconduct, which is subject to discipline. Any employee who becomes aware of biased policing or any other violation of this policy shall report it in accordance with established policy and procedure.

**DEFINITIONS:**

**Bias-based policing** - An inappropriate reliance on characteristics such as race, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).



**Detention** means a seizure of a person’s body by an officer that results from physical restraint, unequivocal verbal commands, or words or conduct by an officer that would result in a reasonable person believing that he or she is not free to leave or otherwise disregard the officer.

**Encounter** means a detention or traffic stop where the officer initiates activity based solely on the officer's own observations or the observations and direction of another officer, rather than on information provided by dispatch or reported by a member of the public.

**Gender Identity** means an individual's actual or perceived gender identity, or gender-related characteristics intrinsically related to an individual's gender or gender-identity, regardless of the individual's assigned sex at birth.

**Location** means the address where the Encounter occurred, or the closest address or intersection thereto.

**Officer** means a peace officer as defined by Section 830 of the Penal Code, employed by the Kern County Sheriff’s Office.

**Traffic Stop** means an interaction between an officer and an individual driving a vehicle, in which the officer orders the individual to stop the vehicle.

**Use of Force** means an officer's use of force on an individual that is required to be reported by department policy section F-0100.

**Search** means a search of a person’s body or property in the person’s possession or control and includes a pat-down search of a person’s outer clothing as well as a consensual search.

**Stop** means any detention by an officer of a person or any officer interaction with a person in which the officer conducts a search.

**Consensual search** means any search that occurs when a person gives an officer consent or permission to search the person or the person’s property. Consent can be given in writing or verbally or may be implied by conduct.

## **POLICY**

Discriminatory conduct, based on race, religion, color, ethnicity, national origin, age, gender, gender identity, gender expression, sexual orientation, or disability while performing any law enforcement activity is prohibited. All law enforcement contacts and activities, including, but not limited to, calls for service, investigations, law enforcement-initiated stops or detentions, and

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activities following stops or detentions, shall be unbiased and based on legitimate, articulable facts.

Bias-based policing undermines legitimate law enforcement efforts and may lead to claims of civil rights violations. Bias-based policing alienates the community, fosters community distrust of law enforcement, and invites media scrutiny, legislative action and judicial intervention. The Kern County Sheriff's Office neither condones nor tolerates the use of bias-based policing.

All law enforcement action taken shall be consistent with the standards of reasonable suspicion or probable cause as required by federal and state law. Deputies should be familiar with the following concepts related to bias-based policing:

- **Racial or Identity Profiling:** the consideration of, or reliance on, to any degree, actual or perceived race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability in deciding which persons to subject to a stop or in deciding upon the scope or substance of law enforcement activities following a stop, except that an officer may consider or rely on characteristics listed in a specific suspect description. Such activities include, but are not limited to, traffic or pedestrian stops, or actions taken during a stop, such as asking questions, frisks, consensual and nonconsensual searches of a person or any property, seizing any property, removing vehicle occupants during a traffic stop, issuing a citation, and making an arrest.
- **Implicit Bias:** the attitudes or stereotypes that affect a person's understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Implicit biases are different from known biases that individuals may choose to conceal.
- **Bias by Proxy:** when an individual calls/contacts the police and makes false or ill-informed claims of misconduct about persons they dislike or are biased against based on explicit racial and identity profiling or implicit bias.

When the police act on a request for service based on unlawful bias, they risk perpetuating the caller's bias. Sworn and civilian staff should use their critical decision-making skills, drawing upon their training to assess whether there is criminal conduct.

Encounters with the Public:

Deputies may not use race, religion, color, ethnicity, national origin, age, gender, gender identity, gender expression, sexual orientation, or disability (to any extent or degree) while conducting any law enforcement activity, including stops and detentions, except when engaging in the

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investigation of appropriate suspect-specific activity to identify a particular person or group. Department personnel seeking one or more specific persons who have been identified or described in part by their race, religion, color, ethnicity, national origin, age, gender, gender identity, gender expression, sexual orientation, or disability may rely in part on the specified identifier or description only in combination with other appropriate identifying factors and may not give the specified identifier or description undue weight.

If multiple agencies are involved in a stop and the Kern County Sheriff's Office is the primary agency, the Kern County Sheriff's Office deputy shall collect the data elements and prepare the stop data report. The primary agency is the agency with investigative jurisdiction based on local, county, or state law or applicable interagency agreement or memoranda of understanding. If there is uncertainty as to the primary agency, the agencies shall agree on which agency is the primary agency for reporting purposes. (11 CCR 999.227).

Circumstances in Which Characteristics of an Individual May Be Considered:

Deputies may not use, to any extent or degree, actual or perceived race, color, ethnicity, national origin, religion, gender, age, sexual orientation or gender identity in conducting stops or detentions, or activities following stops or detentions except when engaging in the investigation of appropriate suspect specific activity to identify a particular person or group. Department personnel seeking one or more specific persons who have been identified or described in part by any actual or perceived characteristic may rely on them in part only in combination with other appropriate identifying factors. The actual or perceived characteristics should not be given undue weight.

**DIRECTIVE A**

Data Collection and Reporting:

The following information will be collected for each stop:

- Date/Time/Duration
- Location
- Reason
- Responding to Call for Service? Yes/No
- Actions taken during stop, including, but not limited to:
  - Whether asked for consent search / Whether consent was provided
  - Whether search took place / Basis for search / Result of search
  - Whether property was seized / Type of property / Basis for seizure
  - Curbside detention, handcuffed/flex-cuffed, firearm pointed at person, firearm discharged or used

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- *Includes:* Action taken based on individual suspicion or personal characteristics during traffic control, crowd control, underage drinking detentions, DUI checkpoints.
- Result or Disposition (e.g. warning, citation, arrest)
  - This includes the language of the warning or offense cited/charged
- Perceived race/gender/age
  - This information shall not be requested
  - Vehicle Stops: Only applies to driver, unless actions above are taken for passenger
  - Optional: LGBT, Limited to no English Fluency, Disability
- Officer Information
  - Years of Experience
  - Type of Assignment: Patrol, Traffic, Narcotics, Investigations, etc.
  - CAD/Badge
- Not Reportable/Deputies need not complete a RIPA report based on the following interactions:
  - Stops that occur during public safety mass evacuations;
  - Stops that occur during an active shooter incident;
  - Stops or searches that occur during or as a result of routine security screenings required of all persons to enter a building, school or special event, including metal detector screenings and any secondary searches that result from that screening;
  - Interactions with passenger(s) of traffic stops who are not the subject of an investigation or enforcement action and who are not searched;
  - Interactions with the targeted subject(s) of a warrant, search condition, home detention, or house arrest while in their residence; or,
  - Consensual encounters that do not result in a search.
  - Incidents that occur with a subject who is currently in custody within a custodial facility.
- The following are reportable only if the officer takes specific actions listed under “Actions taken by officer during stop”:
  - When officers are executing warrants or search conditions, or on home detention or house arrest assignments, they need only report stops of people in the home who are not the subject of the warrant, etc. and only if the officer takes any of the following actions against the person: handcuffs or flex cuffs them; arrests them; points a firearm at them; discharges or uses a firearm; uses an electronic control device, impact projectile, baton or other impact weapon, or chemical spray on the person; or a K-9 canine bit/held the person.
  - Traffic control of vehicles due to a traffic accident or emergency situation that requires that vehicles are stopped for public safety purposes;

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- Any type of crowd control in which pedestrians are made to remain in a location or routed to a different location for public safety purposes;
- Interactions during which persons are detained at a residence only so that deputies may check for proof of age for purposes of investigating underage drinking;
- Checkpoints or roadblocks in which a deputy detains a person as the result of a blanket regulatory activity or neutral formula that is not based on individualized suspicion or personal characteristics.
- Stops of students in a K-12 public school are subject to different reporting requirements:
  - Only the following interactions with students are subject to stop data reporting requirements (SRO Deputies):
    - (1) an interaction resulting in temporary custody, citation, arrest, permanent seizure of property as evidence of a criminal offense, or referral to a school administrator because of suspected criminal activity;
    - (2) an interaction in which a student is questioned to investigate whether they committed any violation of law, including offenses listed under Education Code section 48900 and including truancy; and
    - (3) any interaction in which an officer takes any of the actions provided under the category of information entitled “Actions taken by officer during stop,” excluding “none” and excluding searches applied using a neutral formula.

The data collected for each stop is the responsibility of a single deputy on scene. The data will be reported and submitted for supervisorial approval. The Kern County Sheriff’s Office will maintain all “Stop Data” and prepare an annual report to the California Department of Justice in compliance with AB 953.

**DIRECTIVE B**

Failure to comply with this policy is counterproductive to professional law enforcement and is an act of misconduct, which is subject to discipline. Any employee who becomes aware of biased policing or any other violation of this policy shall report it in accordance with established policy and procedure.

**DIRECTIVE C**

All investigative detentions, temporary detentions, vehicle stops, arrests, searches and seizures of persons or property by deputies will be based on a standard of reasonable suspicion or probable cause as required by the Fourth Amendment of the U.S. Constitution, statutory authority and prevailing case law. Deputies must be able to articulate specific facts, circumstances and conclusions which support reasonable suspicion or probable cause for an arrest, vehicle stop or investigative detention.

J-2300-6

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Deputies may take into account as part of a description the race, ethnic background, gender, sexual orientation, religion, economic status, age and/or culture of a specific suspect(s) based on credible, reliable, relevant information that links a person to a particular criminal incident or links a specific series of crimes in an area to a group of individuals.

Except as provided above, no person shall be singled out or otherwise treated differently on account of his/her race, ethnic background, gender, sexual orientation, religion, economic status, age and/or culture.

**DIRECTIVE D**

This policy allows consensual encounters, but officers should apply the principles outlined below.

In an effort to prevent inappropriate perceptions of biased based law enforcement, deputies shall utilize the following strategies when involved in any pedestrian contact or vehicle stop:

- Be courteous, polite and professional.
- Introduce yourself by providing your name and agency affiliation. As soon as practical, explain the reason(s) for the stop, i.e. in vehicle stops, provide this information before asking the driver for his/her license, registration and proof of insurance.
- Answer any questions the member of the public may have, including explaining options for the disposition of a traffic citation, if relevant.
- Ensure that the length of the detention is no longer than necessary to take appropriate action for the known or suspected offense.

**DIRECTIVE E**

Training on fair and objective policing and review of this policy shall be conducted as directed by the Training Section.

- All sworn members of this department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- Each sworn member of this department who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

J-2300-7

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## **E.4 Los Angeles World Airport Police**

## **5/8.8 Racial Profiling**

The City of Los Angeles prohibits discriminatory conduct on the basis of race, color, ethnicity, national origin, gender, sexual orientation, or disability. This also applies while conducting law enforcement activities. Police initiated stops or detentions, and activities following stops or detentions shall be unbiased and based on legitimate, articulable facts, consistent with the standards of reasonable suspicion or probable cause as required by federal and state law.

### **Definition**

**Racial Profiling** - Defined as the interdiction, detention, arrest, or other nonconsensual treatment of an individual based on race, color, ethnicity or national origin.

#### **A. Policy:**

Los Angeles World Airports Police officers may not use race, color, ethnicity, or national origin, to any extent or degree, in conducting stops or detentions, or activities following stops or detentions, except when engaging in the investigation of appropriate suspect-specific activity to identify a particular person or group.

LAWA Police seeking one or more specific persons who have been identified or described in part by their race, color, ethnicity, or national origin, may rely on race, color, ethnicity, or national origin only in combination with other appropriate identifying factors and may not give race, color, ethnicity, or national origin undue weight.

Failure to comply with this policy is a violation of an individual's constitutional rights. It is also counterproductive to professional law enforcement, amounts to racial profiling, and is considered to be an act of serious misconduct.

Any employee who becomes aware of racial profiling or any other violation of this policy shall report it in accordance with established procedures.

#### **B. Training**

All sworn personnel shall attend POST mandated training in racial profiling.

#### **C. Policy:**

It is the policy of the Los Angeles World Airports Police Division that undocumented resident status, in itself, is not a matter for police action. It is incumbent upon all employees of the Los Angeles World Airports Police Division to make a personal commitment to equal enforcement of the law and service to the community we serve, regardless of resident status.

#### **Procedures:**

1. Officers shall not initiate police action with the objective of discovering the resident status of an individual
2. Notify ICE of any arrest involving an undocumented resident.



3. A subject of an ICE hold/detainer will not be held in criminal custody once they are eligible for release.

- All criminal charges against the individual have been dropped or dismissed
- The individual has been acquitted of all criminal charges filed against him or her
- The individual has posted a bond, or
- The individual is otherwise eligible for release under state or local law, or local policy.

4. Notify the LAPD area detectives, when the individual is booked, they are subject of an ice hold/detainer.

## **E.5 Santa Clara County Sheriff's Office**



## **BIAS-FREE POLICING GENERAL ORDER #17.12**

Adopted: 3/26/2021  
Replaces: New  
**Number of Pages: 2**

Updated: 3/26/2021  
Reviewed: 3/26/2021  
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### **POLICY**

The Sheriff's Office is committed to providing services and enforcing laws in a professional, non-discriminatory, impartial, and equitable manner that keeps both the community and deputies safe and protected. The intent of this policy is to increase the Sheriff's Office effectiveness as a law enforcement agency and to build mutual trust and respect with the diverse groups and communities of Santa Clara County.

It is the policy of the Sheriff's Office to provide law enforcement services and to enforce the law equally, fairly, objectively, and without discrimination toward any individual or group. The Sheriff's Office expressly prohibits racial and identity profiling (Pen. Code § 13519.4).

All employees of the Sheriff's Office are prohibited from taking law enforcement actions, including the use of force, based on actual or perceived personal characteristics, including but not limited to race, color, ethnicity, national origin, age, religion, political affiliation, gender identity or expression, sexual orientation, mental and or physical disability. All employees of the Sheriff's Office shall rely on their training and experience when engaging in the investigation of appropriate suspect specific activity to identify a particular person or group. Personnel must not delay or deny policing services based on an individual's actual or perceived personally identifying characteristics. All employees should draw upon their training and use their critical decision-making skills to assess whether there is criminal conduct and to be aware of personal implicit bias and bias by proxy when carrying out their duties.

### **BIAS-BASED POLICING PROHIBITED**

Bias-based policing is strictly prohibited. However, nothing in this policy is intended to prohibit a deputy from considering protected characteristics in combination with credible, timely and distinct

information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

## **A. DEFINITIONS**

**Racial or Identity Profiling:** The consideration of, or reliance on, to any degree, actual or perceived race, color, ethnicity, national origin, age, religion, political affiliation, gender identity or expression, sexual orientation, or mental or physical disability in deciding which persons to subject to a stop or in deciding upon the scope or substance of law enforcement activities following a stop, except that an officer may consider or rely on characteristics listed in a specific suspect description. The activities include, but are not limited to, traffic or pedestrian stops, or actions during a stop, such as asking questions, frisks, consensual and nonconsensual searches of a person or any property, seizing any property, removing vehicle occupants during a traffic stop, issuing a citation, and making an arrest.

**Bias-Based Policing:** conduct by peace officers motivated, implicitly or explicitly, by the deputy's beliefs about someone based on the person's actual or perceived personal characteristics, i.e., race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability.

**Explicit Bias:** Conscious belief or attitude toward a specific social group or person that may lead an individual to act in discriminatory ways.

**Implicit Bias:** the attitudes or stereotypes that affect a person's understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Implicit biases are different from known biases that individuals may choose to conceal.

**Bias by Proxy:** when an individual calls/contacts the police and makes false or ill-informed claims of misconduct about persons they dislike or are biased against based on explicit racial and identity profiling or implicit bias. When the police act on a request for service based in unlawful bias, they risk perpetuating the caller's bias. Sworn and civilian staff should use their critical decision-making skills, drawing upon their training to assess whether there is criminal conduct.

## **B. CALIFORNIA RELIGIOUS FREEDOM ACT**

Employees shall not collect information from a person based on religious belief, practice, affiliation, national origin, or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Employees shall also not assist federal government authorities (Government Code § 8310.3):

1. In compiling personal information about a person's religious belief, practice, affiliation, national origin, or ethnicity.

2. By investigating, enforcing, or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

### **C. THE RACIAL AND IDENTITY PROFILING ACT (RIPA) / STOP DATA**

Unless an exception applies under 11 CCR 999.227, a deputy conducting a stop of a person shall collect the data elements required by 11 CCR 999.226 for every person stopped and prepare a stop data report.

When multiple deputies conduct a stop, the deputy with the highest level of engagement with the person shall collect the data elements and prepare the report (11 CCR 999.227). If multiple agencies are involved in a stop and the Sheriff's Office is the primary agency, the Sheriff's Office deputy shall collect the data elements and prepare the stop data report (11 CCR 999.227).

The stop data report should be completed by the end of the deputy's shift or as soon as practicable. It must; however, be submitted within 24 hours of the stop (11 CCR 999.227).

### **D. EMPLOYEE RESPONSIBILITIES**

Every employee of the Sheriff's Office shall perform his/her duties in a fair, impartial, and objective manner, and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Employees should, when reasonable to do so, intervene to prevent any biased-based actions by another employee of the Sheriff's Office.

### **E. TRAINING**

Training on fair and objective policing and review of this policy shall be conducted by the Training and Compliance Unit and supplemented with periodic roll-call training and discussions facilitated by supervisors.

1. All sworn personnel will be scheduled to attend Peace Officer Standards and Training (POST) approved training about bias-based policing, implicit bias, and bias by proxy.
2. Each sworn member of this department who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

### **F. REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Lieutenant of the Professional Compliance Unit or his/her designee shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and provided to the DOJ as required for reporting (Penal Code § 13012; Penal Code §13020).

Employees shall ensure that stop data reports are provided for required annual reporting to DOJ (Government Code § 12525.5). The Sheriff's Office Records Divisions shall be responsible for releasing the annual data to the DOJ consistent with existing record release procedures.



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**LAURIE SMITH**  
**SHERIFF**

## **E.6 Stockton Police Department**

### 3.05 Conduct Toward the Public

All members of the Department shall conduct themselves toward the public in a civil, courteous, and professional manner that will foster public respect, cooperation, and a community partnership.

Members shall respect and protect the rights of the public and shall perform in a manner consistent with the principles outlined in the Department's Mission Statement, and shall ensure that they adhere to the tenets of Procedural Justice (Voice, Neutrality, Respect and Trustworthiness).



## **E.7 Anaheim Police Department**

## Bias-Based Policing

### 401.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Anaheim Police Department's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

#### 401.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

### 401.2 POLICY

The Anaheim Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 401.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

#### 401.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):

- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.
- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

## *Bias-Based Policing*

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### **401.4 MEMBER RESPONSIBILITIES**

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

#### **401.4.1 REASON FOR CONTACT**

Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved officer should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

#### **401.4.2 REPORTING OF STOPS**

The reporting requirements under this section will take effect on January 1, 2021.

Unless an exception applies under 11 CCR 999.227, an officer conducting a stop of a person shall collect the data elements required by 11 CCR 999.226 for every person stopped and prepare a stop data report. When multiple officers conduct a stop, the officer with the highest level of engagement with the person shall collect the data elements and prepare the report (11 CCR 999.227).

If multiple agencies are involved in a stop and the Anaheim Police Department is the primary agency, the Anaheim Police Department officer shall collect the data elements and prepare the stop data report (11 CCR 999.227).

The stop data report should be completed by the end of the officer's shift or as soon as practicable (11 CCR 999.227).

### **401.5 SUPERVISOR RESPONSIBILITIES**

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
  1. Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors should periodically review BWC recordings, portable audio/video recordings, Mobile Digital Computer (MDC) data and any other available resource used to document contact between officers and the public to ensure compliance with the policy.
  1. Supervisors should document these periodic reviews.

# Anaheim Police Department

Anaheim PD Policy Manual

## *Bias-Based Policing*

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2. Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

### **401.6 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Training Detail.

- (a) All sworn members of this department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- (b) Pending participation in such POST-approved training and at all times, all members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this department who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

### **401.7 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The reporting requirements under this section will take effect on January 1, 2021.

The Internal Affairs Detail Manager shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and provided to the Records Manager for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020). See the Records Section Policy.

Supervisors should ensure that data stop reports are provided to the Records Manager for required annual reporting to the DOJ (Government Code § 12525.5) (See Records Bureau Policy).

## **E.8 Berkeley Police Department**

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## Fair and Impartial Policing

### 401.1 PURPOSE AND SCOPE

This policy is intended to reaffirm the commitment of the Berkeley Police Department to fair and impartial policing; to clarify the circumstances in which officers can consider race, ethnicity and other demographics; and to reinforce procedures that serve to assure the public that we are providing service and enforcing laws in an equitable way.

California Penal Code Section 13519.4(e) prohibits racial profiling by law enforcement officers. This policy explicitly prohibits racial profiling and other biased policing. This policy describes the limited circumstances in which members can consider race, ethnicity, national origin, gender, age, religion, sexual orientation/identity or socio-economic status in making law enforcement decisions.

#### 401.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** -Any police-initiated action that relies on the race, ethnicity or national origin rather than the behavior of an individual or information that leads the police to a particular individual who has been identified as being engaged in criminal activity.

### 401.2 POLICY

Investigative detentions, traffic stops, arrests, searches and property seizures by officers will be based on a standard of reasonable suspicion or probable cause. Officers must be able to articulate specific facts and circumstances that support reasonable suspicion or probable cause.

Officers shall not consider race, ethnicity, national origin, gender, age, religion, sexual orientation/identity or socio-economic status in establishing either reasonable suspicion or probable cause, or when carrying out other law enforcement activities except when officers are:

- (a) Seeking specific person(s) who have been described in part by any of the above listed characteristics, or
- (b) The person(s) are being sought for a specific law enforcement purpose.

Discrimination or harassment based on a trait or class described above is considered a "serious allegation" of misconduct.

### 401.3 RESPONSIBILITY TO REPORT AND TAKE CORRECTIVE ACTION

Employees who become aware of another employee engaging in biased policing shall adhere to reporting procedures set forth in the Discriminatory Harassment Policy.

A supervisor or command officer who becomes aware of biased policing shall adhere to notification and administrative procedures set forth in the Personnel Complaints Policy.

All reports of biased policing shall be investigated in accordance with the Personnel Complaints Policy.

## *Fair and Impartial Policing*

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### **401.4 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Chief of Police or the authorized designee shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and reported annually to the DOJ (Penal Code § 13012; Penal Code § 13020).

#### **401.4.1 DEMOGRAPHIC DATA PROCEDURES**

All sworn officers shall provide demographic statistical data once for each individual as listed below:

- (a) All vehicle and bicycle detentions.
- (b) All pedestrian detentions
- (c) Anytime anyone is detained, regardless of the cause
- (d) Anytime anyone is searched regardless of the cause.

Officers shall provide demographic statistical data pursuant to the requirements of the RIPA statute, AB 953.

### **401.5 ADMINISTRATION**

Each year, the Operations Division Captain shall review the efforts of the Department to prevent racial or biased based profiling and submit an overview, including public concerns and complaints, to the Chief of Police.

The annual report should not contain any identifying information about any specific complaint, member of the public or officers. It should be reviewed by the Chief of Police to identify any changes in training or operations that should be made to improve service.

Supervisors should review the annual report and discuss the results with those they are assigned to supervise.

### **401.6 TRAINING**

Training on racial or bias-based profiling and review of this policy should be conducted as directed by the Personnel and Training Bureau.

- (a) All sworn members of this department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of racial or bias-based profiling.
- (b) Pending participation in such POST-approved training and at all times, all members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this department who received initial racial or bias-based profiling training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code§ 13519.4(i)).

## **E.9 Cotati Police Department**



## Bias-Based Policing

### 402.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Cotati Police Department's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

#### 402.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

### 402.2 POLICY

The Cotati Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 402.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

#### 402.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):

- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.
- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

## *Bias-Based Policing*

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### **402.4 MEMBER RESPONSIBILITIES**

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

#### **402.4.1 REASON FOR CONTACT**

Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved officer should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

### **402.5 SUPERVISOR RESPONSIBILITIES**

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
  - 1. Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors should periodically review MAV recordings, portable audio/video recordings, Mobile Digital Computer (MDC) data and any other available resource used to document contact between officers and the public to ensure compliance with the policy.
  - 1. Supervisors should document these periodic reviews.
  - 2. Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

### **402.6 ADMINISTRATION**

Each year, the Operations Sergeant should review the efforts of the Department to provide fair and objective policing and submit an annual report, including public concerns and complaints, to the Chief of Police.

## *Bias-Based Policing*

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The annual report should not contain any identifying information about any specific complaint, member of the public or officers. It should be reviewed by the Chief of Police to identify any changes in training or operations that should be made to improve service.

Supervisors should review the annual report and discuss the results with those they are assigned to supervise.

### **402.7 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Training.

- (a) All sworn members of this department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- (b) Pending participation in such POST-approved training and at all times, all members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this department who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

### **402.8 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Lieutenant Manager shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and provided to the Lieutenant for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020). See the Records Bureau Policy.

## **E.10 Sonoma State University Police Department**

## Bias-Based Policing

### 401.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Sonoma State University Police Department's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

#### 401.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

### 401.2 POLICY

The Sonoma State University Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 401.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

#### 401.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):

- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.
- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

# Sonoma State University Police Department

## POLICIES

### *Bias-Based Policing*

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#### **401.4 MEMBER RESPONSIBILITIES**

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

##### **401.4.1 REASON FOR CONTACT**

Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved officer should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

##### **401.4.2 REPORTING OF STOPS**

Unless an exception applies under 11 CCR 999.227, an officer conducting a stop of a person shall collect the data elements required by 11 CCR 999.226 for every person stopped and prepare a stop data report. When multiple officers conduct a stop, the officer with the highest level of engagement with the person shall collect the data elements and prepare the report (11 CCR 999.227).

If multiple agencies are involved in a stop and the Sonoma State University Police Department is the primary agency, the Sonoma State University Police Department officer shall collect the data elements and prepare the stop data report (11 CCR 999.227).

The stop data report should be completed by the end of the officer's shift or as soon as practicable (11 CCR 999.227).

#### **401.5 SUPERVISOR RESPONSIBILITIES**

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
  1. Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors should periodically review MAV recordings, portable audio/video recordings, Mobile Digital Computer (MDC) data and any other available resource used to document contact between officers and the public to ensure compliance with the policy.
  1. Supervisors should document these periodic reviews.

# Sonoma State University Police Department

## POLICIES

### *Bias-Based Policing*

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2. Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

#### **401.6 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Chief of Police or designee Manager shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and provided to the Lieutenant for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020). See the Records Section Policy.

Supervisors should ensure that data stop reports are provided to the Lieutenant for required annual reporting to the DOJ (Government Code § 12525.5) (See Records Bureau Policy).

#### **401.7 ADMINISTRATION**

Each year, the Patrol Lieutenant should review the efforts of the Department to provide fair and objective policing and submit an annual report, including public concerns and complaints, to the Chief of Police.

The annual report should not contain any identifying information about any specific complaint, member of the public or officers. It should be reviewed by the Chief of Police to identify any changes in training or operations that should be made to improve service.

Supervisors should review the annual report and discuss the results with those they are assigned to supervise.

#### **401.8 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Training Section.

- (a) All sworn members of this department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- (b) Pending participation in such POST-approved training and at all times, all members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this department who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

## **E.11 Culver City Police Department**



## Bias-Based Policing

### 402.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Culver City Police Department's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

#### 402.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

### 402.2 POLICY

The Culver City Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 402.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

#### 402.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):

- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.
- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

## *Bias-Based Policing*

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### **402.4 MEMBER RESPONSIBILITIES**

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

#### **402.4.1 REPORTING OF STOPS**

In accordance with California Government Code section 12525.5(a)(2), the Culver City Police Department will begin reporting traffic stop data annually to the California Attorney General no later than April 1st, 2023.

Unless an exception applies under 11 CCR 999.227, an officer conducting a stop of a person shall collect the data elements required by 11 CCR 999.226 for every person stopped and prepare a stop data report. When multiple officers conduct a stop, the officer with the highest level of engagement with the person shall collect the data elements and prepare the report (11 CCR 999.227).

If multiple agencies are involved in a stop and the Culver City Police Department is the primary agency, the Culver City Police Department officer shall collect the data elements and prepare the stop data report (11 CCR 999.227).

The stop data report should be completed by the end of the officer's shift or as soon as practicable (11 CCR 999.227).

### **402.5 SUPERVISOR RESPONSIBILITIES**

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
  1. Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors should periodically review MAV recordings, portable audio/video recordings, Mobile Digital Computer (MDC) data and any other available resource used to document contact between officers and the public to ensure compliance with the policy.
  1. Supervisors should document these periodic reviews.
  2. Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

## *Bias-Based Policing*

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### **402.6 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Personnel and Training.

- (a) All sworn members of this department will attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- (b) Pending participation in such POST-approved training and at all times, all members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this department who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

### **402.7 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Professional Standards Unit Manager shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and provided to the Records Supervisor for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020). See the Records Section Policy.

Supervisors should ensure that data stop reports are provided to the Records Supervisor for required annual reporting to the DOJ (Government Code § 12525.5) (See Records Bureau Policy).

## **E.12 Fresno County Sheriff's Office**

## Bias-Based Policing

### 401.1 PURPOSE AND SCOPE

This policy provides guidance to office members that affirms the Fresno County Sheriff's Office's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the office's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

#### 401.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

### 401.2 POLICY

The Fresno County Sheriff's Office is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this office to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 401.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit a deputy from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

#### 401.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):

- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.
- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

*Bias-Based Policing*

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**401.4 MEMBER RESPONSIBILITIES**

Every member of this office shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

**401.4.1 REASON FOR CONTACT**

Deputies contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved deputy should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any deputy to document a contact that would not otherwise require reporting.

**401.4.2 REPORTING OF STOPS**

This Office is not required to collect and report data under this section until April 1, 2022, however, it may start collecting and reporting such data when it is possible through the Mark43 system.

Unless an exception applies under 11 CCR 999.227, a deputy conducting a stop of a person shall collect the data elements required by 11 CCR 999.226 for every person stopped and prepare a stop data report. When multiple deputies conduct a stop, the deputy with the highest level of engagement with the person shall collect the data elements and prepare the report (11 CCR 999.227).

If multiple agencies are involved in a stop and the Fresno County Sheriff's Office is the primary agency, the Fresno County Sheriff's Office deputy shall collect the data elements and prepare the stop data report (11 CCR 999.227).

The stop data report should be completed by the end of the deputy's shift or as soon as practicable (11 CCR 999.227).

**401.5 SUPERVISOR RESPONSIBILITIES**

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved deputy and his/her supervisor in a timely manner.
  1. Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors should periodically review MAV recordings, portable audio/video recordings, Mobile Data Terminal (MDT) data and any other available resource used to document contact between deputies and the public to ensure compliance with the policy.

***Bias-Based Policing***

- 1.e Supervisors should document these periodic reviews.e
- 2.e Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.e
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.e
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory actions taken against any member of this office who discloses information concerning bias-based policing.

**401.6 ADMINISTRATION**

Each year, the Training Unit Commander should review the efforts of the Office to provide fair and objective policing and submit an annual report, including public concerns and complaints, to the Sheriff.

The annual report should not contain any identifying information about any specific complaint, member of the public or deputies. It should be reviewed by the Sheriff to identify any changes in training or operations that should be made to improve service.

Supervisors should review the annual report and discuss the results with those they are assigned to supervise.

**401.7 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Training Unit.

- (a) All sworn members of this office will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- (b) Pending participation in such POST-approved training and at all times, all members of this office are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this office who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).e

**401.8 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Internal Affairs Unit Manager shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against deputies is collected and provided to the Records Unit Commander for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020). See the Records Unit Policy.

Supervisors should ensure that data stop reports are provided to the Records Unit Commander for required annual reporting to the DOJ (Government Code § 12525.5) (See Records Bureau Policy).

## **E.13 Petaluma Police Department**



## Bias-Based Policing

### 402.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Petaluma Police Department's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

#### 402.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

### 402.2 POLICY

The Petaluma Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 402.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

#### 402.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):

- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.
- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

## *Bias-Based Policing*

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### **402.4 MEMBER RESPONSIBILITIES**

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

#### **402.4.1 REASON FOR CONTACT**

Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved officer should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

#### **402.4.2 REPORTING OF STOPS**

Unless an exception applies under 11 CCR 999.227, an officer conducting a stop of a person shall collect the data elements required by 11 CCR 999.226 for every person stopped and prepare a stop data report. When multiple officers conduct a stop, the officer with the highest level of engagement with the person shall collect the data elements and prepare the report (11 CCR 999.227).

If multiple agencies are involved in a stop and the Petaluma Police Department is the primary agency, the Petaluma Police Department officer shall collect the data elements and prepare the stop data report (11 CCR 999.227).

The stop data report should be completed by the end of the officer's shift or as soon as practicable (11 CCR 999.227).

### **402.5 SUPERVISOR RESPONSIBILITIES**

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
  1. Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors should periodically review MAV recordings, portable audio/video recordings, Mobile Data Computer (MDC) data and any other available resource used to document contact between officers and the public to ensure compliance with the policy.
  1. Supervisors should document these periodic reviews.

## *Bias-Based Policing*

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2. Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

### **402.6 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Professional Standards Unit Manager shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and provided to the Records Supervisor for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020). See the Records Team Policy.

Supervisors should ensure that data stop reports are provided to the Records Supervisor for required annual reporting to the DOJ (Government Code § 12525.5) (See Records Bureau Policy).

### **402.7 ADMINISTRATION**

Each year, the Patrol Division Commander should review the efforts of the Department to provide fair and objective policing and submit an annual report, including public concerns and complaints, to the Chief of Police.

The annual report should not contain any identifying information about any specific complaint, member of the public or officers. It should be reviewed by the Chief of Police to identify any changes in training or operations that should be made to improve service.

Supervisors should review the annual report and discuss the results with those they are assigned to supervise.

### **402.8 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Training Section.

- (a) All sworn members of this department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- (b) Pending participation in such POST-approved training and at all times, all members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this department who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

## **E.14 Riverside Police Department**

## Racial- or Bias-Based Profiling

### 401.1 PURPOSE AND SCOPE

This policy provides guidance to department members and establishes appropriate controls to ensure that members of the Riverside Police Department do not engage in racial- or bias-based profiling or violate any related laws while serving the community.

#### 401.1.1 DEFINITIONS

Definitions related to this policy include:

**Racial- or bias-based profiling** - An inappropriate reliance on factors such as race, ethnicity, national origin, religion, sex, sexual orientation, economic status, age, cultural group, disability or affiliation with any other similar identifiable group as a factor in deciding whether to take law enforcement action or to provide service. This includes gender identity or expression (Penal Code § 13519.4).

### 401.2 POLICY

The Riverside Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly and without discrimination toward any individual or group.

Race, ethnicity or nationality, religion, sex, sexual orientation, economic status, age, cultural group, disability or affiliation with any other similar identifiable group shall not be used as the basis for providing differing levels of law enforcement service or the enforcement of the law.

### 401.3 RACIAL- OR BIAS-BASED PROFILING PROHIBITED

Racial- or bias-based profiling is strictly prohibited. However, nothing in this policy is intended to prohibit an officer from considering factors such as race or ethnicity in combination with other legitimate factors to establish reasonable suspicion or probable cause (e.g., suspect description is limited to a specific race or group).

### 401.4 MEMBER RESPONSIBILITY

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any known instances of racial- or bias-based profiling to a supervisor.

#### 401.4.1 REASON FOR DETENTION

Officers detaining a person shall be prepared to articulate sufficient reasonable suspicion to justify a detention, independent of the individual's membership in a protected class.

To the extent that written documentation would otherwise be completed (e.g., arrest report, Field Interview (FI) card), the involved officer should include those facts giving rise to the officer's reasonable suspicion or probable cause for the detention, as applicable.

# Riverside Police Department

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### *Racial- or Bias-Based Profiling*

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Nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

#### **401.5 SUPERVISOR RESPONSIBILITY**

Supervisors shall monitor those individuals under their command for any behavior that may conflict with the purpose of this policy and shall handle any alleged or observed violation of this policy in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
- (b) Supervisors should periodically review MAV recordings, MDC data and any other available resource used to document contact between officers and the public to ensure compliance with the policy.
  - 1. Supervisors should document these periodic reviews.
  - 2. Recordings that capture a potential instance of racial- or bias-based profiling should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should ensure that no retaliatory action is taken against any member of this department who discloses information concerning racial- or bias-based profiling.

#### **401.6 TRAINING**

Training on racial- or bias-based profiling and review of this policy should be conducted as directed by the Training Bureau.

- (a) All sworn members of this department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of racial- or bias-based profiling.
- (b) Pending participation in such POST-approved training and at all times, all members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this department who received initial racial- or bias-based profiling training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

#### **401.7 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Professional Standards Bureau Manager shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and provided to the Records Bureau Manager for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020).

## **E.15 Rohnert Park Police Department**

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## Bias-Based Policing

### 401.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Rohnert Park Department of Public Safety's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

### 401.2 POLICY

The Rohnert Park Department of Public Safety is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 401.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

#### 401.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):

- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.
- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

### 401.4 MEMBER RESPONSIBILITIES

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.



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### *Bias-Based Policing*

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#### 401.4.1 REASON FOR CONTACT

Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved officer should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

#### **401.5 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Sergeant or Command Staff Manager shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and provided to the Records Supervisor for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020). See the Records Bureau Policy.

Supervisors should ensure that data stop reports are provided to the Records Supervisor for required annual reporting to the DOJ (Government Code § 12525.5) (See Records Bureau Policy).

#### **401.6 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Training Unit.

- (a) All sworn members of this department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- (b) Pending participation in such POST-approved training and at all times, all members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this department who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

## **E.16 Santa Ana Police Department**

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## Bias-Based Policing

### 401.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Santa Ana Police Department's commitment to fair and objective policing.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the Department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

#### 401.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

### 401.2 POLICY

The Santa Ana Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this Department to provide law enforcement services and enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 401.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

Nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or group people of a specific characteristic to a specific unlawful incident(s), or specific criminal patterns, or specific schemes.

#### 401.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from persons based on their religious beliefs, practices, affiliations, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities with the following (Government Code § 8310.3):

- (a) Compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.

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- (b) Investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

### **401.4 MEMBER RESPONSIBILITIES**

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

#### **401.4.1 REASON FOR CONTACT**

Officers contacting a person shall be prepared to articulate sufficient reason(s) for the contact, independent of the protected characteristics of the individual.

To the extent written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved officer should include all facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require officers to document contacts that would not otherwise require reporting.

#### **401.4.2 REPORTING OF STOPS**

Unless an exception applies under 11 CCR 999.227, an officer conducting a stop of a person shall collect the data elements required by 11 CCR 999.226 for every person stopped and prepare a stop data report. When multiple officers conduct a stop, the officer with the highest level of engagement with the person shall collect the data elements and prepare the report (11 CCR 999.227).

If multiple agencies are involved in a stop and the Santa Ana Police Department is the primary agency, the Santa Ana Police Department officer shall collect the data elements and prepare the stop data report (11 CCR 999.227).

The stop data report should be completed by the end of the officer's shift or as soon as practicable (11 CCR 999.227).

### **401.5 SUPERVISOR RESPONSIBILITIES**

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with Administrative Investigations and Personnel Complaints Policy (1010).

- (a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
  - (a) Supervisors should document these discussions in the prescribed manner.
- (b) Supervisors should periodically review BWC recordings, portable audio/video recordings, Mobile Data Terminal (MDT) data and any other available resource used to

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document contact between officers and members of the public to ensure compliance with this policy.

1. Supervisors should document these periodic reviews.
  2. Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

### **401.6 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Professional Standards Unit Commander shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and provided to the Records Manager for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020). See the Records Division Policy.

Supervisors should ensure that data stop reports are provided to the Records Manager for required annual reporting to the DOJ (Government Code § 12525.5) (See Records Division Policy).

### **401.7 ADMINISTRATION**

Each year, the Professional Standards Commander should review the efforts of the Department to provide fair and objective policing and submit an annual report, including public concerns and complaints, to the Chief of Police.

The annual report should not contain any identifying information about any specific complaint, member of the public or officers. It should be reviewed by the Chief of Police to identify any changes in training or operations that should be made to improve service.

Supervisors should review the annual report and discuss the results with those they are assigned to supervise.

### **401.8 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Training Division.

- (a) All sworn members of the Department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- (b) Pending participation in such POST-approved training and at all times, all members of this Department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this Department who received initial bias-based policing training will thereafter be required to complete an approved refresher course every

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five (5) years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

## **E.17 Santa Rosa Police Department**

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## Bias-Based Policing

### 402.1 PURPOSE AND SCOPE

This policy provides guidance to department employees that affirms the Santa Rosa Police Department's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

*Adopted 5-22-13 by Chief Thomas E. Schwedhelm.*

*Revised 5-16-18 by Chief Robert L. Schreeder.*

*Revised 10-1-18 by Chief Robert L. Schreeder.*

### 402.2 POLICY

The Santa Rosa Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 402.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited. However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

#### 402.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Employees shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Employees shall not assist federal government authorities (Government Code § 8310.3):

- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.
- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

### 402.4 EMPLOYEE RESPONSIBILITIES

Every employee of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Employees should, when reasonable to do so, intervene to prevent any biased-based actions by another employee.



## *Bias-Based Policing*

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### **402.5 SUPERVISOR RESPONSIBILITIES**

Supervisors shall handle any alleged or observed violations in accordance with City and Department Rules and Regulations.

- (a) Supervisors should discuss any issues with the involved employee and his/her supervisor in a timely manner.
  - 1. Supervisors should document these discussions in the prescribed manner.
- (b) Supervisors shall initiate a personnel inquiry for any actual or alleged violation of this policy.
- (c) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any employee of this department who discloses information concerning bias-based policing.

### **402.6 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Support Bureau Manager shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and provided to the Technical Services Division Manager for required reporting to the DOJ (California Penal Code §§ 13012 and 13020).

## **E.18 San Francisco Sheriff's Department**

## Bias-Based Law Enforcement

### 402.1 PURPOSE AND SCOPE

The San Francisco Sheriff's Department is committed to ensuring that members do not engage in racial or bias based profiling or violate any related laws while serving the community.

#### 402.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based enforcement** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

### 402.2 POLICY

The San Francisco Sheriff's Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 402.3 BIAS-BASED ENFORCEMENT PROHIBITED

Bias-based enforcement is strictly prohibited.

However, nothing in this policy is intended to prohibit a deputy from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

### 402.4 MEMBER RESPONSIBILITIES

Every member of this department shall perform their duties in a fair and objective manner and is responsible for promptly reporting suspected or known instances of bias-based enforcement to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

#### 402.4.1 REASON FOR CONTACT

Deputies contacting a person shall be prepared to articulate a sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed, the involved deputy should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any deputy to document a contact that would not otherwise require reporting.

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### *Bias-Based Law Enforcement*

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#### 402.4.2 REPORTING OF STOPS

Unless an exception applies under 11 CCR 999.227, a deputy conducting a stop of a person shall collect the data elements required by 11 CCR 999.226 for every person stopped and prepare a stop data report. When multiple deputies conduct a stop, the deputy with the highest level of engagement with the person shall collect the data elements and prepare the report by the end of the deputy's shift (11 CCR 999.227).

When a deputy conducts a traffic stop and issues a citation, the deputy shall ensure the Training Coordinator or supervisor responsible for entering the stop data in the SFSD Citation Database, is provided a copy.

#### 402.5 SUPERVISOR RESPONSIBILITIES

Supervisors shall monitor those individuals under their command for compliance with this policy and shall take appropriate action to correct and/or recommend discipline for alleged or observed violations of this policy.

- (a) Supervisors shall discuss and document any issues with the involved deputy and their supervisor in a timely manner.
- (b) Supervisors should periodically review Mobile Audio Video (MAV) recordings, portable audio/video recordings, Mobile Data Terminal (MDT) data and any other available resource used to document contact between deputies and the public to ensure compliance with the policy.
  1. Supervisors should document these periodic reviews.
  2. Recordings or data that capture a potential instance of bias-based enforcement shall be retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors shall take prompt action to address any retaliatory action taken against a member of this department who discloses information concerning bias-based enforcement.

#### 402.6 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE

The Field Operations Division Captain shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against deputies is collected and provided by the Sheriff's Patrol Unit Commander for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020).

Supervisors should ensure that data stop reports are provided to the Sheriff's Patrol Unit Commander for required annual reporting to the DOJ (Government Code § 12525.5).

#### 402.7 ADMINISTRATION

Each year, the Field Operations Division Chief shall review the efforts of the Department to provide fair and objective law enforcement and submit an annual report, including public concerns and complaints, to the Sheriff.

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### *Bias-Based Law Enforcement*

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The annual report should not contain any identifying information about a specific complaint, member of the public or deputies. It shall be reviewed by the Sheriff to identify any changes in training or operations that should be made to improve service.

Supervisors shall review the annual report and discuss the results with those they are assigned to supervise.

#### **402.8 TRAINING**

Training on fair and objective enforcement and review of this policy shall be conducted as directed by the Training Unit.

- (a) All deputies will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based enforcement.
- (b) Pending participation in such POST-approved training and at all times, members are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) All deputies who received initial bias-based enforcement training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

## **E.19 Sonoma County Sheriff's Office**

## Bias-Based Policing

### 401.1 PURPOSE AND SCOPE

This policy provides guidance to office members that affirms the Sonoma County Sheriff's Office's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the office's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

#### 401.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

### 401.2 POLICY

The Sonoma County Sheriff's Office is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this office to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 401.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit a deputy from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

#### 401.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):

- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.
- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

## *Bias-Based Policing*

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### **401.4 MEMBER RESPONSIBILITIES**

Every member of this office shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

#### **401.4.1 REASON FOR CONTACT**

Deputies contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved deputy should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any deputy to document a contact that would not otherwise require reporting.

### **401.5 SUPERVISOR RESPONSIBILITIES**

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved deputy and his/her supervisor in a timely manner.
  - 1. Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors should periodically review BWC recordings, (MDC) data and any other available resource used to document contact between deputies and the public to ensure compliance with the policy.
  - 1. Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this office who discloses information concerning bias-based policing.

### **401.6 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Professional Standards Bureau shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against deputies is collected and provided to the CIB Manager for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020). See the CIB Policy.



## *Bias-Based Policing*

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### **401.7 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Professional Standards Bureau.

- (a) All sworn members of this office will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- (b) Pending participation in such POST-approved training and at all times, all members of this office are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this office who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

## **E.20 Sonoma County Junior College District Police Department**

## Bias-Based Policing

### 402.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Sonoma County Junior College District Police Department's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

Adopted Chief Robert T. Brownlee 11-9-21

#### 402.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

### 402.2 POLICY

The Sonoma County Junior College District Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 402.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

#### 402.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):

- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.

# Sonoma County Junior College District Police Department

Sonoma County Junior College District PD Policy Manual

## *Bias-Based Policing*

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- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

### **402.4 MEMBER RESPONSIBILITIES**

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

#### **402.4.1 REASON FOR CONTACT**

Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved officer should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

#### **402.4.2 REPORTING OF STOPS**

Unless an exception applies under 11 CCR 999.227, an officer conducting a stop of a person shall collect the data elements required by 11 CCR 999.226 for every person stopped and prepare a stop data report. When multiple officers conduct a stop, the officer with the highest level of engagement with the person shall collect the data elements and prepare the report (11 CCR 999.227).

If multiple agencies are involved in a stop and the Sonoma County Junior College District Police Department is the primary agency, the Sonoma County Junior College District Police Department officer shall collect the data elements and prepare the stop data report (11 CCR 999.227).

The stop data report should be completed by the end of the officer's shift or as soon as practicable (11 CCR 999.227).

### **402.5 SUPERVISOR RESPONSIBILITIES**

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
  - 1. Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors should periodically review recordings, portable audio/video recordings, Mobile Digital Computer (MDC) data, the DOJ portal and/or any other

# Sonoma County Junior College District Police Department

Sonoma County Junior College District PD Policy Manual

## *Bias-Based Policing*

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available resource used to document contact between officers and the public to ensure compliance with the policy.

1. Supervisors should document these periodic reviews.
  2. Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

### **402.6 ADMINISTRATION**

Periodically, the Chief of Police should review the efforts of the Department to provide fair and objective policing and submit an report, including public concerns and complaints.

The report should not contain any identifying information about any specific complaint, member of the public or officers. It should be reviewed by the Chief of Police to identify any changes in training or operations that should be made to improve service.

Supervisors should review the report and discuss the results with those they are assigned to supervise.

### **402.7 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Training Section.

- (a) All sworn members of this department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- (b) Pending participation in such POST-approved training and at all times, all members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this department who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

### **402.8 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Chief of Police or designee shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and provided to the Records Custodian for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020). See the Records Center Policy.

# Sonoma County Junior College District Police Department

Sonoma County Junior College District PD Policy Manual

## *Bias-Based Policing*

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Supervisors should ensure that data stop reports are provided to the Records Custodian for required annual reporting to the DOJ (Government Code § 12525.5) (See Records Bureau Policy).

## **E.21 Ventura County Sheriff's Office**

## Bias-Based Policing

### 401.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Ventura County Sheriff's Office's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

#### 401.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

### 401.2 POLICY

The Ventura County Sheriff's Office is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 401.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit a deputy from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

#### 401.3.1 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE

The Professional Standards Bureau Commander shall ensure that all data required by the Department of Justice (DOJ) regarding complaints of racial bias against deputies is collected and reported annually to DOJ (Penal Code § 13012; Penal Code § 13020).

#### 401.3.2 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):



## *Bias-Based Policing*

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- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.
- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

### **401.3.3 RACIAL IDENTITY PROFILING ACT (RIPA)**

Department members shall collect and report data for all individuals detained or searched during a call for service or self-initiated activity, in accordance with the Racial and Identity Profiling Act (Government Code § 12525.5).

This data shall be collected through the department developed application that can be found on department issued electronic equipment and should be submitted upon completion of the activity and unless prior approved, prior to the end of shift.

Field Supervisors shall review and ensure that personal identifying information is not included in the RIPA information prior to approval. Approval of RIPA data shall be completed in most cases prior to the end of shift.

### **401.4 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Training Center.

- (a) All sworn members of this department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- (b) Pending participation in such POST-approved training and at all times, all members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this department who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

### **401.5 MEMBER RESPONSIBILITIES**

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

### **401.6 SUPERVISOR RESPONSIBILITIES**

Supervisors shall handle any alleged or observed violation of this policy in accordance with the Personnel Complaints Policy.

## **E.22 Windsor Police Department**

## Bias-Based Policing

### 401.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Windsor Police Department's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

#### 401.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (CRS § 24-31-309).

### 401.2 POLICY

The Windsor Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 401.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

### 401.4 MEMBER RESPONSIBILITIES

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of racial- or bias-based profiling to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

Officers shall provide, without being asked, a business card to any person who was detained in a traffic stop and was not cited or arrested. The business card shall include identifying information including, but not limited to, the officer's name, division, precinct and badge or other identification number and a telephone number that may be used, if necessary, to report any comments, either positive or negative, regarding the traffic stop (CRS § 24-31-309(4)(a)).

## *Bias-Based Policing*

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### 401.4.1 REASON FOR CONTACT

Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

After making a consensual or nonconsensual contact for the purpose of enforcing the law or investigating possible violations of the law, officers should complete a report as required by CRS 24-31-309. To the extent that written documentation would otherwise be completed (e.g., arrest report, Field Interview (FI) card), the involved officer should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

### 401.5 SUPERVISOR RESPONSIBILITIES

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy. Supervisors should ensure that the identity of a person filing a bias-based profiling complaint is kept confidential to the extent permitted by law or unless necessary for further processing of the complaint (CRS § 24-31-309).

- (a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
  - 1. Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors should periodically review MAV recordings, portable audio/video recordings, Mobile Data Terminal, (MDT) data and any other available resource used to document contact between officers and the public to ensure compliance with this policy.
  - 1. Supervisors should document these periodic reviews.
  - 2. Recordings that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

### 401.6 STATE REPORTING

The Department shall compile, on at least an annual basis, any information derived from complaints of profiling that are received due to the distribution of business cards as provided in this policy. The information shall be made available to the public but shall not include the names of officers or the names of persons alleging profiling (CRS § 24-31-309).

## *Bias-Based Policing*

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### **401.7 ADMINISTRATION**

Each year, the Investigation Section Commander should review the efforts of the Department to provide fair and objective policing and submit an annual report, including public concerns and complaints, to the Chief of Police. The annual report should not contain any identifying information about any specific complaint, citizen or officers. It should be reviewed by the Chief of Police to identify any changes in training or operations that should be made to improve service.

Supervisors should review the information compiled from complaints, as provided in this policy and the annual report, and discuss the results with those they are assigned to supervise.

### **401.8 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Training Section.

All certified members will attend regular training on the subject of bias-based policing (CRS § 24-31-309). All newly employed officers should receive a copy of this policy and initial training on the subject of bias-based policing.

### **401.9 PUBLIC INFORMATION**

The Investigation Section Commander will ensure that this policy is made available to the public for inspection during business hours (CRS § 24-31-309).

**APPENDIX F – WAVES 1 AND 2 REVISED BIAS-FREE  
POLICING POLICIES**

## **F.1 California Highway Patrol**

# CALIFORNIA HIGHWAY PATROL

## GENERAL ORDER 100.21

REVISED DECEMBER 2020

### RACIAL AND IDENTITY PROFILING/DEMOGRAPHIC DATA COLLECTION

1. PURPOSE. The purpose of this General Order (GO) is to establish policy and procedures regarding the collection of demographic data, while emphasizing the Department's commitment to bias-free policing and the equitable treatment of all during public contacts. The intent of this policy is to increase departmental effectiveness and to strengthen public trust with the State of California's diverse population.

2. GENERAL.

a. In an ongoing effort to maintain public trust, the Department's enforcement efforts must be consistent with the Department's organizational values of respect for others, fairness, ethical practices, and equitable treatment for all. As such, all enforcement actions by members of the California Highway Patrol (CHP) must be based on sound professional judgment and accomplished in a businesslike, firm, impartial, courteous, and consistent manner.

b. The Department is committed to providing law enforcement services in a professional, nondiscriminatory, fair and equitable manner, while firmly embracing the tenets of racial equity and inclusion. The CHP recognizes that implicit bias can occur at both an individual and institutional level and is committed to addressing and eradicating both.

c. On October 3, 2015, Governor Brown signed Assembly Bill 953, known as the Racial and Identity Profiling Act of 2015 (RIPA), which requires the collection and reporting of specified demographic data for all enforcement contacts to the California Office of the Attorney General (OAG). As outlined in Section 12525.5 of the Government Code (GC), and associated regulations, the Department began collecting expanded demographic data on July 1, 2018.

3. DEFINITIONS.

a. Racial or Identity Profiling. The consideration of, or reliance on, to any degree, actual or perceived race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability in deciding which persons to subject to a stop or in deciding upon the scope or substance of



law enforcement activities following a stop, except that an officer may consider or rely on characteristics listed in a specific suspect description. (Refer to Section 13519.4 of the California Penal Code [PC].)

b. Bias-Based Policing. Conduct by law enforcement officers motivated by an officer's beliefs about someone based on the person's actual or perceived personal characteristics.

c. Implicit Bias. The attitudes or stereotypes that affect a person's understanding, actions, or decisions in an unconscious manner.

d. Detention. A seizure of a person by an officer that results from physical restraint, unequivocal verbal commands, or words or conduct by an officer that would result in a reasonable person believing that they are not free to leave or otherwise disregard the officer.

e. Probable Cause. Probable cause to arrest exists when there is a set of specific facts that would lead a reasonable person to objectively believe that a crime was committed by the person to be arrested.

f. Reasonable Suspicion. Reasonable suspicion is the belief that something related to a crime has just happened, is happening, or is about to happen, and the vehicle or person being stopped, detained, or contacted is connected with that activity.

#### 4. POLICY.

a. Racial or identity profiling and discrimination of any kind are prohibited by the Department and will not be tolerated. It is the policy of the CHP to enforce the law without fear, favor, or discrimination. Immediate and appropriate disciplinary action will be taken against individuals determined to be in violation of this policy, up to and including termination.

b. All CHP employees are prohibited from taking actions based on actual or perceived personal characteristics including, but not limited to: race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability, except when engaging in the investigation of appropriate suspect-specific activity to identify a particular person or group.

c. Employees shall not delay or deny services based on an individual's actual or perceived personally identifying characteristics.

d. Officers may only consider or rely on characteristics listed in a specific description of a suspect, victim, or witness, based on trustworthy and relevant information that links a specific person to a particular incident. Absent these circumstances, officers shall not consider personal characteristics in establishing reasonable suspicion or probable cause.

e. All employees shall aim to strengthen public trust when engaging with the public, especially in response to bias-based reports. Employees shall not use harassing, intimidating, derogatory, or prejudiced language, including profanity and slurs, related to an individual's actual or perceived characteristics.

f. Employees shall not retaliate against any person who complains of bias-based policing or expresses negative views about them or the Department.

g. All employees share the responsibility of preventing bias-based policing. Personnel who witness or are aware of instances of biased-based policing shall report the incident to a supervisor immediately. If safe to do so, and where appropriate, officers shall intervene when biased-based policing occurs in their presence. Supervisors who fail to respond to, document, or review allegations of biased-based policing will be subject to disciplinary action.

h. Commanders shall ensure all personnel under their command, including dispatchers and nonsworn personnel, understand the content of this policy and comply with it at all times.

## 5. PUBLIC CONTACTS.

a. To cultivate and foster transparency and trust with all communities, each member of the Department shall do the following when conducting pedestrian or vehicle stops unless circumstances indicate it would be unsafe to do so:

(1) Be courteous, professional, and respectful.

(2) Immediately after greeting the person stopped, briefly explain why the enforcement stop was made.

(3) Ensure the stop is no longer than necessary to take appropriate action for the known or suspected offense and convey the purpose of reasonable delays.

b. On-duty personnel receiving requests to view photographic ID should comply by displaying the front (photograph) side of their departmentally issued ID card, unless doing so would reasonably jeopardize officer and/or public safety.

6. TRAINING.

a. In addition to initial cadet training, all uniformed members of the Department shall attend racial and identity profiling refresher training, as required by the California Commission on Peace Officer Standards and Training (POST) and Section 13519.4 PC.

b. In addition to POST requirements, personnel shall adhere to all departmental training requirements outlined in Highway Patrol Manual (HPM) 10.12, Equal Employment Opportunity Manual, Chapter 9, Cultural Awareness, and HPM 70.13, Departmental Training Manual.

7. ENFORCEMENT/PUBLIC CONTACT DEMOGRAPHIC DATA COLLECTION.

a. In compliance with Section 12525.5 GC and Title 11, California Code of Regulations, the Department will collect specified data elements for each public contact on the CHP 415, Daily Field Record, in the departmental Activity Tracking System (ATS). These data elements include the following:

- (1) Originating Agency Identifier number.
- (2) Date, time, and duration of stop.
- (3) Location of stop.
- (4) Perceived race or ethnicity of person stopped.
- (5) Perceived gender of person stopped.
- (6) Whether the person stopped is perceived to be lesbian, gay, bisexual, or transgender.
- (7) Perceived age of person stopped.
- (8) Whether the person stopped is perceived to have limited or no English fluency.
- (9) Perceived or known disability of person stopped.
- (10) Reason for the stop.
- (11) Whether the stop was made in response to a call for service.
- (12) Actions taken by officer during stop.

(13) Result of stop.

(14) Officer's unique (not departmental) identification number.

(15) Officer's years of experience.

(16) Officer's type of assignment.

b. Under the reason for stop category, in addition to notating the type of stop and specific code violation, an additional narrative box shall be completed. The additional narrative box must include a brief explanation regarding the reason for the stop, beyond the general data values selected.

c. In all cases where a 'perceived' data element is required, responses shall be based on perception alone. Officers may not consider identification documents obtained during the stop and shall not inquire with the person contacted to try and ascertain appropriate responses to any of these data elements.

d. Although Section 12525.5 GC only requires reporting of enforcement contact data to the OAG, the Department will continue to collect data for all public contacts but will not transmit nonrequired data to the OAG.

e. The Department will regularly analyze collected data, in consultation with representatives of an academic institution and/or the Citizens' Advisory Board, to identify trends and assist in identifying practices that may have a disparate impact on any of the diverse groups served by the CHP.

## 8. FIELD RECORD PROCEDURE.

a. CHP 415, Daily Field Record. All commands are required to report public contact data on the CHP 415. Data collection shall be completed by all uniformed personnel when engaged in a recordable activity. Refer to HPM 40.71, CHP 415 User's Manual, for additional information regarding CHP 415 entries into the ATS.

b. Partner Officers. In the case of partner officers, only one officer is to record the public contact data. **Duplicate counts shall not be taken.**

c. Special Enforcement Operations. Uniformed personnel, when conducting special enforcement operations (e.g., Cargo Theft Interdiction Program, Investigative Services Unit operations, Construction/Maintenance Zone Enhanced Enforcement Programs, grant-funded enforcement operations), shall make public contact data entries as outlined in this GO.

d. Federal Task Force. Uniformed personnel assigned to a federal task force are required to report data in accordance with this policy while performing duties as part of the task force, regardless of whether or not the task force has separate data collection policies.

e. Automated Tracking System Not Available. Uniformed personnel without access to ATS will be required to collect data on the CJIS 2000, Stop Data Collection Form, created by the OAG and available in the online CHP forms directory and the OAG Web site. All required data shall be subsequently entered into the ATS from the completed CJIS 2000 forms. Once ATS data entry has been completed, corresponding CJIS 2000 forms may be destroyed. (Refer to Annex A.)

f. Recordable Activity. An entry on the CHP 415 must be made for each person contacted during an enforcement stop or action, detention, crash, or motorist service (e.g., an officer may stop one vehicle with four occupants, cite the driver for speeding, search two passengers, and have three entries on the CHP 415).

(1) Personnel shall not collect data for passengers in crashes, vehicle stops, or motorist services unless the passenger is subjected to one of the specific activities listed in "actions taken by the officer," on the CHP 415 (e.g., passenger cited, searched, handcuffed), excluding vehicle impounds.

(2) When two or more reporting agencies are involved in a stop, only the primary agency shall submit demographic data. The primary agency is the agency with investigative jurisdiction based on local, county, state law, or applicable interagency agreement or memorandum of understanding.

g. Exceptions. The following interactions do not require any data entry on the CHP415:

(1) Crowd control or contacts made during public safety evacuations (e.g., natural disasters, critical incidents).

(2) Contacts made during active shooter incidents.

(3) Contacts made during security screenings required of all persons entering a building or event.

(4) Absent additional law enforcement actions, contacts made during routine traffic control, sobriety checkpoints, or other situations in which the contact is the result of a blanket regulatory activity or neutral formula not based on individualized suspicion or personal characteristics.

h. Data Entry.

(1) Personnel shall not include the name, address, social security number, or other unique personal identifying information of persons contacted in any CHP 415 entry, including narrative boxes.

(2) Personnel shall complete and submit all CHP 415 entries prior to the end of their shift, unless exigent circumstances preclude doing so. In such circumstances, a supervisor shall be notified, and the data shall be completed as soon as practicable.

(3) Supervisors shall conduct a periodic review of CHP 415 entries to ensure compliance with this GO. When reviewing CHP 415 entries, supervisors should ensure no personal or unique identifying information regarding the person stopped is entered in the narrative field.

9. PROCEDURES. Specific procedures for entering contact data on the CHP 415 are contained in HPM 40.71.

10. RESPONSIBILITIES. There are two Offices of Primary Interest responsible for the data collection program. They are as follows:

a. Research and Planning Section is responsible for updating and maintaining departmental policy regarding racial or bias-based profiling and the collection of demographic data.

b. Information Management Division (IMO) is responsible for maintaining the ATS and associated CHP 415 data collection system. Additionally, IMO is responsible for the electronic submission of required data to the OAG.

OFFICE OF THE COMMISSIONER

ANNEX A

OPI: 061


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GO 100.21

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# ANNEX A


## CJIS 2000, STOP DATA COLLECTION FORM

	STATE OF CALIFORNIA CJIS 2000 (Orig. 05/2018)	<div style="display: flex; justify-content: space-around;"> <span style="border: 1px solid black; padding: 2px 5px;">Print</span> <span style="border: 1px solid black; padding: 2px 5px;">Reset</span> <span style="border: 1px solid black; padding: 2px 5px;">Save Form</span> </div>	DEPARTMENT OF JUSTICE PAGE 1 of 4												
<b>STOP DATA COLLECTION FORM</b> Racial & Identity Profiling Act – Penal Code Sections 13012 and 13519, and Gov. Code 12525.5															
<b>PLEASE NOTE:</b> <ul style="list-style-type: none"> <li>• The data collected on this form must be electronically submitted to the California Department of Justice (DOJ), Stop Data Collection System by entry into the Web Application or submission by Web Services or Secure File Transfer.</li> <li>• Please contact your agency's local administrator for instructions on processing this record for submission to the DOJ. If needed, the DOJ can be reached at (916) 210-3305 or <a href="mailto:StopDataSupport@doj.ca.gov">StopDataSupport@doj.ca.gov</a>.</li> <li>• If multiple persons are related to one stop, complete a separate form (sections III–IX) for each person and report as one incident.</li> <li>• If the stop involves a student at a K–12 public school, then some fields may have additional options available for reporting. These items are noted with an asterisk (*), and shown in <i>red italics</i>.</li> </ul>															
<b>I. REPORTING OFFICER</b>	AGENCY ORI:		OFFICER ID:												
	OFFICER'S TYPE OF ASSIGNMENT: <i>(Select one)</i>		OFFICER'S YEARS OF EXPERIENCE:												
<table style="width: 100%; border: none;"> <tr> <td style="border: none;"><input type="checkbox"/> Patrol, traffic enforcement, field operations</td> <td style="border: none;"><input type="checkbox"/> Roadblock or DUI sobriety checkpoint</td> <td style="border: none;"><input type="checkbox"/> Investigative/detective</td> </tr> <tr> <td style="border: none;"><input type="checkbox"/> Gang enforcement</td> <td style="border: none;"><input type="checkbox"/> Narcotics/Vice</td> <td style="border: none;"><input type="checkbox"/> Other</td> </tr> <tr> <td style="border: none;"><input type="checkbox"/> Compliance Check</td> <td style="border: none;"><input type="checkbox"/> Task Force</td> <td style="border: none;"><i>If other, specify: _____</i></td> </tr> <tr> <td style="border: none;"><input type="checkbox"/> Special Events</td> <td style="border: none;"><input type="checkbox"/> K–12 Public school</td> <td></td> </tr> </table>				<input type="checkbox"/> Patrol, traffic enforcement, field operations	<input type="checkbox"/> Roadblock or DUI sobriety checkpoint	<input type="checkbox"/> Investigative/detective	<input type="checkbox"/> Gang enforcement	<input type="checkbox"/> Narcotics/Vice	<input type="checkbox"/> Other	<input type="checkbox"/> Compliance Check	<input type="checkbox"/> Task Force	<i>If other, specify: _____</i>	<input type="checkbox"/> Special Events	<input type="checkbox"/> K–12 Public school	
<input type="checkbox"/> Patrol, traffic enforcement, field operations	<input type="checkbox"/> Roadblock or DUI sobriety checkpoint	<input type="checkbox"/> Investigative/detective													
<input type="checkbox"/> Gang enforcement	<input type="checkbox"/> Narcotics/Vice	<input type="checkbox"/> Other													
<input type="checkbox"/> Compliance Check	<input type="checkbox"/> Task Force	<i>If other, specify: _____</i>													
<input type="checkbox"/> Special Events	<input type="checkbox"/> K–12 Public school														
<b>II. SETTING</b>	DATE: <i>(MM/DD/YYYY)</i>	TIME: <i>(HH:MM use 24 hr clock)</i>	DURATION OF STOP: <i>(minutes)</i>												
	RESPONSE TO CALL FOR SERVICE? <input type="checkbox"/> Yes <input type="checkbox"/> No														
	LOCATION: <i>(Report as: Block number and street name; or closest intersection; or highway and closest highway exit. If none of these are applicable, please report a road marker, landmark, or other description. Do not provide the exact address of a residence)</i>														
	CITY: <i>(If City is not applicable because stop occurred in unincorporated area, report the County)</i>		COUNTY: <i>(Only required when City is not applicable)</i>												
IF STOP OCCURRED AT A K–12 PUBLIC SCHOOL, REPORT SCHOOL NAME:			IS PERSON STOPPED A STUDENT? * <i>(Only complete if stop is at a K–12 public school)</i> <input type="checkbox"/> Yes <input type="checkbox"/> No												
<b>III. OFFICER PERCEPTION OF PERSON STOPPED</b>	PERCEIVED RACE OR ETHNICITY: <i>(Select all that apply)</i>														
	<table style="width: 100%; border: none;"> <tr> <td style="border: none;"><input type="checkbox"/> Asian</td> <td style="border: none;"><input type="checkbox"/> Middle Eastern or South Asian</td> <td style="border: none;"><input type="checkbox"/> Pacific Islander</td> </tr> <tr> <td style="border: none;"><input type="checkbox"/> Black/African American</td> <td style="border: none;"><input type="checkbox"/> Native American</td> <td style="border: none;"><input type="checkbox"/> White</td> </tr> <tr> <td style="border: none;"><input type="checkbox"/> Hispanic/Latino(a)</td> <td></td> <td></td> </tr> </table>			<input type="checkbox"/> Asian	<input type="checkbox"/> Middle Eastern or South Asian	<input type="checkbox"/> Pacific Islander	<input type="checkbox"/> Black/African American	<input type="checkbox"/> Native American	<input type="checkbox"/> White	<input type="checkbox"/> Hispanic/Latino(a)					
	<input type="checkbox"/> Asian	<input type="checkbox"/> Middle Eastern or South Asian	<input type="checkbox"/> Pacific Islander												
	<input type="checkbox"/> Black/African American	<input type="checkbox"/> Native American	<input type="checkbox"/> White												
	<input type="checkbox"/> Hispanic/Latino(a)														
	PERCEIVED GENDER: <i>(When applicable, you may select "Gender nonconforming" as the only value or in addition to one of the other values)</i>														
<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Transgender man/boy <input type="checkbox"/> Transgender woman/girl <input type="checkbox"/> Gender nonconforming															
PERCEIVED TO BE LGBT?	PERCEIVED AGE: <i>(approximate age; report as a whole number)</i>	LIMITED OR NO ENGLISH FLUENCY?													
<input type="checkbox"/> Yes <input type="checkbox"/> No		<input type="checkbox"/> Yes <input type="checkbox"/> No													
PERCEIVED OR KNOWN DISABILITY: <i>(Select all that apply)</i>															
<table style="width: 100%; border: none;"> <tr> <td style="border: none;"><input type="checkbox"/> Deafness or difficulty hearing</td> <td style="border: none;"><input type="checkbox"/> Mental health condition</td> <td style="border: none;"><input type="checkbox"/> None</td> </tr> <tr> <td style="border: none;"><input type="checkbox"/> Speech impairment or limited use of language</td> <td style="border: none;"><input type="checkbox"/> Intellectual or developmental disability, including dementia</td> <td style="border: none;"><input type="checkbox"/> * <i>Disability related to hyperactivity or impulsive behavior</i></td> </tr> <tr> <td style="border: none;"><input type="checkbox"/> Blind or limited vision</td> <td style="border: none;"><input type="checkbox"/> Other disability</td> <td></td> </tr> </table>				<input type="checkbox"/> Deafness or difficulty hearing	<input type="checkbox"/> Mental health condition	<input type="checkbox"/> None	<input type="checkbox"/> Speech impairment or limited use of language	<input type="checkbox"/> Intellectual or developmental disability, including dementia	<input type="checkbox"/> * <i>Disability related to hyperactivity or impulsive behavior</i>	<input type="checkbox"/> Blind or limited vision	<input type="checkbox"/> Other disability				
<input type="checkbox"/> Deafness or difficulty hearing	<input type="checkbox"/> Mental health condition	<input type="checkbox"/> None													
<input type="checkbox"/> Speech impairment or limited use of language	<input type="checkbox"/> Intellectual or developmental disability, including dementia	<input type="checkbox"/> * <i>Disability related to hyperactivity or impulsive behavior</i>													
<input type="checkbox"/> Blind or limited vision	<input type="checkbox"/> Other disability														




# ANNEX A

## CJIS 2000, STOP DATA COLLECTION FORM *(continued)*

	STATE OF CALIFORNIA CJIS 2000 (Orig. 05/2018)	DEPARTMENT OF JUSTICE PAGE 2 of 4
<h3>STOP DATA COLLECTION FORM</h3> <p>Racial &amp; Identity Profiling Act – Penal Code Sections 13012 and 13519, and Gov. Code 12525.5</p>		
IV. REASON FOR STOP	<p><b>REASON FOR STOP:</b> <i>(Select the primary reason for stop)</i></p> <p><input type="checkbox"/> Traffic Violation: <i>(Specify type of traffic violation)</i>    <input type="checkbox"/> Moving    <input type="checkbox"/> Equipment    <input type="checkbox"/> Non-moving</p> <p style="margin-left: 40px;">Code section related to violation: _____</p> <p><input type="checkbox"/> Reasonable suspicion that the person was engaged in criminal activity</p> <p style="margin-left: 40px;"><i>Select all that apply to describe the basis of suspicion:</i></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Officer witnessed commission of a crime</li> <li><input type="checkbox"/> Matched suspect description</li> <li><input type="checkbox"/> Witness or victim identification of suspect at the scene</li> <li><input type="checkbox"/> Carrying suspicious object</li> <li><input type="checkbox"/> Actions indicative of casing a victim or location</li> <li><input type="checkbox"/> Suspected of acting as a lookout</li> <li><input type="checkbox"/> Actions indicative of a drug transaction</li> <li><input type="checkbox"/> Actions indicative of engaging in a violent crime</li> <li><input type="checkbox"/> Other reasonable suspicion of a crime</li> </ul> <p style="margin-left: 40px;"><i>If known, Code for suspected violation:</i> _____</p> <p><input type="checkbox"/> Known to be on parole/probation/PRCS/mandatory supervision</p> <p><input type="checkbox"/> Knowledge of outstanding arrest warrant/wanted person</p> <p><input type="checkbox"/> Investigation to determine whether the person is truant</p> <p><input type="checkbox"/> Consensual encounter resulting in a search</p> <p><input type="checkbox"/> * Possible conduct warranting discipline under Education Code (EC) 48900, et al</p> <p style="margin-left: 40px;">Code Section:    <input type="checkbox"/> 48900    <input type="checkbox"/> 48900.2    <input type="checkbox"/> 48900.3    <input type="checkbox"/> 48900.4    <input type="checkbox"/> 48900.7</p> <p style="margin-left: 40px;"><i>When EC 48900 is selected, specify the subdivision:</i> _____</p> <p><input type="checkbox"/> * Determine whether the student violated school policy</p>	
	<p><b>REASON FOR STOP – BRIEF DESCRIPTION:</b> <i>(Provide a brief explanation, 250 character maximum. This explanation should include detail beyond the general data values selected above. Do not include any personally identifying information of the person stopped or unique identifying information of any officer in this description)</i></p>	

# ANNEX A

## CJIS 2000, STOP DATA COLLECTION FORM *(continued)*



STATE OF CALIFORNIA  
CJIS 2000  
(Orig. 05/2018)

DEPARTMENT OF JUSTICE  
PAGE 3 of 4

### STOP DATA COLLECTION FORM

Racial & Identity Profiling Act – Penal Code Sections 13012 and 13519, and Gov. Code 12525.5

V. ACTIONS TAKEN

**ACTIONS TAKEN:** *(Select all that apply)*

<input type="checkbox"/> Person removed from vehicle by order <input type="checkbox"/> Person removed from vehicle by physical contact <input type="checkbox"/> Field sobriety test conducted <input type="checkbox"/> Curbside detention <input type="checkbox"/> Handcuffed or flex cuffed <input type="checkbox"/> Patrol car detention <input type="checkbox"/> Canine removed from vehicle or used to search <input type="checkbox"/> Firearm pointed at person <input type="checkbox"/> Firearm discharged or used <input type="checkbox"/> Electronic control device used <input type="checkbox"/> Impact projectile discharged or used <i>(e.g., blunt impact projectile, rubber bullets, or bean bags)</i> <input type="checkbox"/> Canine bit or held person	<input type="checkbox"/> Baton or other impact weapon used <input type="checkbox"/> Chemical spray used <i>(e.g., pepper spray, mace, tear gas, or other chemical irritants)</i> <input type="checkbox"/> Other physical or vehicle contact <input type="checkbox"/> Person photographed <input type="checkbox"/> Asked for consent to search person <i>Specify if consent was given: <input type="checkbox"/> Yes <input type="checkbox"/> No</i> <input type="checkbox"/> Search of person was conducted <b>**Complete BASIS FOR SEARCH</b> <input type="checkbox"/> Asked for consent to search property <i>Specify if consent was given: <input type="checkbox"/> Yes <input type="checkbox"/> No</i> <input type="checkbox"/> Search of property was conducted <b>**Complete BASIS FOR SEARCH</b> <input type="checkbox"/> Property was seized <b>**Complete PROPERTY SEIZURE</b> <input type="checkbox"/> Vehicle impounded <input type="checkbox"/> <i>*Admission or written statement obtained from student</i> <input type="checkbox"/> None
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------


**BASIS FOR SEARCH:** *(Only applicable when the Actions Taken include "Search of person was conducted" and/or "Search of property was conducted. Select all that apply)*

- Consent given
- Officer safety/safety of others
- Search warrant
- Condition of parole/probation/PRCS/mandatory supervision
- Suspected weapons
- Visible contraband
- Odor of contraband
- Canine detection
- Evidence of crime
- Incident to arrest
- Exigent circumstances/emergency
- Vehicle inventory (for search of property only)
- \*Suspected violation of school policy*

**BASIS FOR SEARCH – BRIEF DESCRIPTION:** *(Provide a brief explanation, 250 character maximum. This explanation should include detail beyond the general data values selected above. Do not include any personally identifying information of the person stopped or unique identifying information of any officer in this description. When the Basis for Search is "Condition of parole/probation/PRCS/mandatory supervision," this description is not required)*

# ANNEX A

## CJIS 2000, STOP DATA COLLECTION FORM *(continued)*

	STATE OF CALIFORNIA CJIS 2000 (Orig. 05/2018)	DEPARTMENT OF JUSTICE PAGE 4 of 4
<b>STOP DATA COLLECTION FORM</b> <b>Racial &amp; Identity Profiling Act – Penal Code Sections 13012 and 13519, and Gov. Code 12525.5</b>		
VII. PROPERTY SEIZURE	<b>BASIS FOR PROPERTY SEIZURE:</b> <i>(Only applicable when the Actions Taken include "Property was seized")</i> Select all that apply: <input type="checkbox"/> Safekeeping as allowed by law/statute <input type="checkbox"/> Contraband <input type="checkbox"/> Evidence <input type="checkbox"/> Impound of vehicle <input type="checkbox"/> Abandoned property <input type="checkbox"/> * <i>Suspected violation of school property</i>	<b>TYPE OF PROPERTY SEIZURE:</b> <i>(Only applicable when the Actions Taken include "Property was seized")</i> Select all that apply: <input type="checkbox"/> Firearm(s) <input type="checkbox"/> Ammunition <input type="checkbox"/> Weapon(s) other than firearm <input type="checkbox"/> Drugs/narcotics <input type="checkbox"/> Alcohol <input type="checkbox"/> Money <input type="checkbox"/> Drug paraphernalia <input type="checkbox"/> Suspected stolen property <input type="checkbox"/> Cell phone(s) or electronic device(s) <input type="checkbox"/> Vehicle <input type="checkbox"/> Other contraband or evidence
VIII. CONTRABAND / EVIDENCE	<b>CONTRABAND/EVIDENCE DISCOVERED (IF ANY):</b> <i>(Include any items discovered in plain view or as the result of a search)</i> Select all that apply: <input type="checkbox"/> None <input type="checkbox"/> Firearm(s) <input type="checkbox"/> Ammunition <input type="checkbox"/> Weapon(s) other than firearm <input type="checkbox"/> Drugs/narcotics <input type="checkbox"/> Alcohol <input type="checkbox"/> Money <input type="checkbox"/> Drug Paraphernalia <input type="checkbox"/> Suspected stolen property <input type="checkbox"/> Cell phone(s) or electronic devices(s) <input type="checkbox"/> Other contraband or evidence	
IX. RESULT OF STOP	<b>RESULT OF STOP:</b> Select all that apply: <input type="checkbox"/> No action <input type="checkbox"/> Warning (verbal or written) Code section(s) related to warning: _____ <input type="checkbox"/> Citation for infraction <i>(For local ordinances only)</i> <input type="checkbox"/> In-field Cite and Release Code section(s) related to cite and release: _____ <input type="checkbox"/> Custodial arrest pursuant to outstanding warrant <input type="checkbox"/> Custodial arrest without warrant Code section(s) related to arrest: _____ <input type="checkbox"/> Field interview card completed <input type="checkbox"/> Noncriminal transport or caretaking transport (including transport by officer, ambulance, or another agency) <input type="checkbox"/> Contacted parent/legal guardian or other person responsible for the minor <input type="checkbox"/> Psychiatric hold (Welfare & Institutions Code sections 5150 and/or 5585.20) <input type="checkbox"/> Referred to U.S. Department of Homeland Security (e.g., Immigration and Customs Enforcement, Customs and Border Protection) <input type="checkbox"/> * <i>Referral to school administrator</i> <input type="checkbox"/> * <i>Referral to school counselor or other support staff</i>	

## **F.2 Los Angeles County Sheriff's Office**

## 3-01/000.05 - Bias - Free Policing

The Department is committed to ensuring that members of the public receive equal protection of the law without bias based on actual or perceived race, color, ethnicity, national origin, religion, gender, gender identity, disability, sexual orientation, or age in accordance with the rights secured or protected by the Constitution or laws of the United States.

### Core Values

Lead With Compassion, Serve With Humility And Courageously Seek Justice For ALL. Refer to Manual of Policy and Procedures (MPP) 3-01/000.13, Professional Conduct – Core Values, and MPP 3-01/121.00, Policy of Equality.

These ideals are engrained into our efforts and reflect our Department's continued commitment to Bias-Free Policing. Biased-based policing alienates communities, promotes distrust of law enforcement actions, and undermines legitimate law enforcement efforts. Biased, racial, or identity profiling will not be tolerated by the Department. See MPP 5-09/520.00, Constitutional Policing and Stops.

### Definitions

- **Racial or Identity Profiling** - The consideration of, or reliance on, to any degree, actual or perceived race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability in deciding which persons to subject to a stop or in deciding upon the scope or substance of law enforcement activities following a stop, except that an officer may consider or rely on characteristics listed in a specific suspect description. The activities include, but are not limited to, traffic or pedestrian stops, or actions during a stop: pat-down, consensual, and nonconsensual searches of a person or any property, seizing any property, removing vehicle occupants during a traffic stop, issuing a citation, and making an arrest. (Penal Code 13519.4 (e)).
- **Biased-Based Policing** - Is the intentional practice by an individual law enforcement officer who incorporates prejudicial judgments based on actual or perceived race, color, ethnicity, national origin, religion, gender, gender identity, disability, sexual orientation, or age that are inappropriately applied in the performance of their duties.
- **Implicit Bias** - The attitudes or stereotypes that affect a person's understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Implicit biases are different from known biases that individuals may choose to conceal.
- **Bias by Proxy** - Occurs when an individual contacts the police and makes a false or ill-informed claim of misconduct about persons they dislike or are biased against based on explicit racial and identity profiling or implicit bias. When the police act on a request for service of unlawful bias, they risk perpetuating the callers' bias. Department personnel should use their critical decision-making skills, drawing upon their training to assess whether criminal conduct exists.
- **Stop** – Any detention by a peace officer of a person, *or* any peace officer interaction with a person in which the peace officer conducts a search, including a consensual search, of the person's body or property in the person's possession or control. **12525.5(g)(2) Government Code**

### Detentions and Stops

Department members shall not use actual or perceived race, color, ethnicity, national origin, religion, gender, gender identity, disability, sexual orientation, or age as a factor, to any extent or degree, in establishing reasonable suspicion or probable cause except as part of actual and reliable information and description(s) of a specific suspect or suspects in any criminal investigation. (*Navarette v California, 572 US 393, {2014}*).

Deputies should draw upon their training, and use critical decision making skills to assess whether there is criminal conduct and be aware of implicit and bias by proxy while carrying out duties. Deputies conducting investigative detentions and stops shall:

- Establish reasonable suspicion or probable cause except as part of actual and credible description(s) of a specific suspect or suspects in any criminal investigation;
- Only conduct investigatory stops or detentions when they have reasonable suspicion that a person has been, is, or is about to be engaged in the commission of a crime;
- Not use racial or identity profiling in exercising discretion to conduct a search except as part of an actual and reliable information, and description of a specific suspect or suspects in any criminal investigation;
- Not initiate stops or other field contacts because of an individual's actual or perceived immigration status;
- Not conduct arbitrary searches. The request to conduct a consent search must be reasonable, and a deputy must be able to articulate a valid reason under law and policy for initially having stopped the individual; and
- Only conduct searches of individuals based on probation or parole status when knowledge of a probation or parole search condition has been established.

Persons that are contacted during consensual encounters shall be free to leave at all times and the contact shall be voluntary. A consensual encounter can transform into a detention if a reasonable person believes that they are not free to leave. Refer to MPP 5-09/520.05-Stops, Seizures, and Searches, MPP 5-09/520.15, Consensual Encounters, and MPP 5-09/520.25, Logging Field Activities.

### Community Encounters

*Department personnel are to interact with members of the public in a manner that is professional, respectful, and courteous.* Refer to MPP 3-01/030.15, Conduct Toward Others, MPP 5-09/560.00, Interactions with Transgender and Gender Non-Conforming Persons, and MPP 2-02/090.00, Deputy Sheriffs.

### Training

State Mandated:

- **Racial Profiling** – All sworn personnel must attend once every five years. (Penal Code 13519.4(i)).

Department Mandated:

- **Respect Based Leadership** – All personnel must attend once; and
- **Leadership Development institute (DLI)** – All personnel must attend session one (16 hours) once.

Unit Optional Training:

- *Ethics in Community Policing.*

All units shall provide training to personnel, whenever possible, which enhances competence and skills required to meet unit needs. The training may consist of formal training sessions and/or briefings as time and necessity dictates. See MPP 3-02/080.01, Training Requirements for Sworn Personnel.

Department personnel are responsible for knowing the contents of this policy.

#### Complaints/Supervisory Review

Department personnel who witness, or are aware of incidents of biased policing, shall report the incident to a supervisor.

If a person alleges racial bias, the employee shall call a supervisor to the scene to determine an appropriate course of action.

Sergeants are first-line supervisors with primary responsibility for ensuring compliance with the professional and ethical standards of the Department by all subordinate deputy sheriffs and civilian employees. See MPP 2-02/080.00, Sergeants.

A Department Service Review is an externally initiated supervisory review of the Department's or individual employee's performance. External is defined as those which are received from any member of the public. Department service reviews shall be documented on Service Comment Report forms. The watch commander of the unit shall initiate a service review by immediately interviewing any member of the public who offers a comment. In cases of public input received through the mail or electronic means, the unit commander shall designate a lieutenant to complete the Service Comment Report form. Complaints of racial bias must be noted on the Watch Commanders Service Comment Report (WCSCR) form. See MPP 3-01/122.20, Policy of Equality-Procedures-External Complaint Monitoring, and MPP 3-04/010.05, Procedures for Department Service Reviews.

The unit commander will assess the complaint and determine the disposition based on the evidence. See MPP 3-04/010.25, Personnel Complaints.

#### Data Collection

All significant public contacts and activity (as defined by section 5-09/520.25 - Logging Field Activities) shall be appropriately logged on the Mobile Digital Computer's Deputy's Daily Work Sheet (DDWS). The Mobile Digital Computer's DDWS logs shall contain only accurate information including, but not limited to, the race of each individual detained or searched, the result of the stop, and the date, time, and location of the stop. See MPP 5-09/520.25, Logging Field Activities.

Assembly Bill 953 (AB 953), also known as the Racial and Identity Profiling Act, was signed into law by the Governor in 2015, enacting section 12525.5 of the Government Code (12525.5 GC). As 12525.5 GC mandates, each state and local agency employing peace officers shall submit specific information, referred to as "stop data," to the California State Attorney General regarding police practices pertaining to racial and identity profiling. The following personnel shall make a "stop data" entry into the Sheriff's Automated Contact Reporting (SACR) system after conducting a stop. They include, but are not limited to, the following:

- Any sworn member working a patrol assignment;
- Any sworn member working a detective assignment, specialized unit, and special task force (OSS, COPS, parole compliance, federal task force, etc.);
- Any sworn member working Department contracted overtime (parades, concerts, movies, sporting events);
- Any school resource deputy; and
- Any sworn member working in a courthouse or custody facility where there is civilian (public) contact.

**NOTE: Refer to Field Operations Directive 18-04 Sheriff's Automated Contact Reporting (SACR) System, and Newsletter 18-07 Sheriff's Automated Contact Reporting System (SACR) regarding the above requirements.**

This data is collected and sent to the Department of Justice (DOJ) annually as required by law.

**Revised: 8/16/2021**

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### **F.3 Orange County Sheriff's Department**

## Bias Free Policing

### 402.1 PURPOSE AND SCOPE

The Department strives to provide law enforcement services to our community with the proper care and concern for the racial and cultural differences of those we serve. It shall therefore be the policy and practice of this Department to provide law enforcement services and to enforce the law equally and fairly without discrimination toward any individual(s) or group because of their race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, socio-economic status, cultural group, or mental or physical disability.

### 402.2 DEFINITIONS

**Bias-Free Policing:** The provision of law enforcement services, whether in the jails, the courts, or on patrol, that is accomplished without the selective enforcement or non-enforcement of the law, including the selection or rejection of particular policing tactics or strategies, based on the subject's membership in a demographic category. Bias-free policing is policing that is free of discriminatory effect as well as discriminatory intent.

**Biased Policing:** The provision of law enforcement services, or declining to provide law enforcement services, whether in the jails, the courts, or on patrol, based upon the inappropriate consideration of a person's demographic category.

**Demographic category:** Refers to a person's race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, socio-economic status, cultural group, or mental or physical disability.

**Implicit Bias:** Refers to the attitudes or stereotypes that affect a person's understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Implicit biases are different from known biases that individuals may choose to conceal.

**Racial or identity profiling:** The consideration of, or reliance on, to any degree, a person's actual or perceived race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability in deciding which persons to subject to a stop or in deciding upon the scope or substance of law enforcement activities following a stop, except that an officer may consider or rely on characteristics listed in a specific suspect description. The activities include, but are not limited to, traffic or pedestrian stops, or actions during a stop, such as asking questions, frisks, consensual and nonconsensual searches of a person or any property, seizing any property, removing vehicle occupants during a traffic stop, issuing a citation, and making an arrest. (Penal Code § 13519.4(e)).

# Orange County Sheriff-Coroner Department

Orange County SD Policy Manual

## *Bias Free Policing*

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### **402.3 RACIAL OR IDENTITY PROFILING AND BIASED POLICING PROHIBITED**

Members shall not engage in biased policing or racial or identity profiling, and any such practice will not be tolerated by this Department (Penal Code § 13519.4(f)).

1. It is the responsibility of every Member of this Department to prevent, report, and respond appropriately to clear discriminatory or biased practices.
2. Every Member of this Department engaging in a non-consensual detention shall be prepared to articulate sufficient reasonable suspicion or probable cause to justify the detention independent of the individual's membership in a demographic category.
  - (a) To the extent that written documentation would otherwise be completed (e.g., arrest report, F.I. card, etc.), the involved deputy should include those facts giving rise to the deputy's reasonable suspicion or probable cause for the contact.
  - (b) Nothing in this policy shall require any deputy to prepare documentation of a contact that would not otherwise involve such reporting.

### **402.4 STANDARDS OF CONDUCT TO ENSURE BIAS FREE POLICING**

In an effort to prevent perceptions of biased policing, in accordance with officer safety, do the following:

1. Treat everyone with dignity, respect, courtesy, and professionalism, without harassing, intimidating, or using derogatory language verbally, in writing, or by gesture.
2. Ensure bias-free encounters by relying on information that is accurate, specific, and free from bias while developing reasonable suspicion and/or probable cause.
3. When initiating a search of a cell, dormitory, or incarcerated person, or when issuing directives to or responding to inquires from an incarcerated person, ensure that motivations and actions are free of bias and racial or identity profiling.
4. When initiating a pedestrian or vehicular stop, approach the person(s) being stopped and provide an explanation for the stop as soon as practical and safe.
5. Ensure that detentions are no longer than necessary.

While the practice of racial profiling is strictly prohibited, it is recognized that race or ethnicity may be legitimately considered by a deputy in combination with other legitimate factors to establish reasonable suspicion or probable cause (e.g., suspect description includes a specific race or group).

The Orange County Sheriff-Coroner Department shall investigate all complaints of alleged bias-based policing or racial or identity profiling against its Members. Members found to be in violation of this policy are subject to discipline in accordance with this Department's disciplinary policy.

## *Bias Free Policing*

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### **402.5 TRAINING**

1. All sworn Members of this Department shall participate in training prescribed by the Department.
2. All sworn Members of this Department shall participate in expanded training as prescribed and certified by the Commission on Peace Officer Standards and Training (POST) (Penal Code § 13519.4(g)).
3. Pending participation in such POST approved training and at all times, all Members of this Department are encouraged to familiarize themselves with and consider racial, identity, and cultural differences among members of our community.
4. Upon completion of initial POST approved training all sworn members of this Department shall be required to complete an approved refresher course every five years or sooner if deemed necessary in order to keep current with changing racial, identity, and cultural trends (Penal Code §13519.4(i)).

#### **402.5.1 BIAS BY PROXY**

Bias by proxy occurs when individuals call the police and make false or ill-informed claims of misconduct about persons they dislike or are biased against based on explicit racial and identity profiling or implicit bias. When the police act on a request of service rooted in implicit or explicit bias, they risk perpetuating the caller's bias. Members should use their critical decision-making skills drawing upon their training to assess whether there is criminal or non-criminal conduct regardless of bias.

### **402.6 CALIFORNIA RELIGIOUS FREEDOM ACT**

Members shall not collect or disclose information regarding the religious beliefs, practice or affiliation of any individual unless permitted under state or federal law (Government Code § 8310.3).

Per Government Code § 8310.3:

- Notwithstanding any other law, a state or local agency or public employee acting under color of law shall not:
  - Provide or disclose to federal government authorities personal information regarding the religious beliefs, practices, or affiliation of any individual for the purpose of compiling a list, registry, or database of individuals based on religious affiliation, national origin, or ethnicity.
  - Use agency money, facilities, property, equipment, or personnel to assist in creation, implementation, or enforcement of any government program compiling a list, registry, or database of personal information about individuals based on religious belief, practice, or affiliation, or national origin or ethnicity, for law enforcement or immigration purposes.
  - Make personal information from agency databases available, including any databases maintained by private vendors contracting with the agency, to anyone or any entity for the purpose of investigation or enforcement under any government program compiling a list, registry, or database of individuals based

## *Bias Free Policing*

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on religious belief, practice, or affiliation, or national origin or ethnicity for law enforcement or immigration purposes.

- Notwithstanding any other law, state and local law enforcement agencies and their employees shall not:
  - Collect information on the religious belief, practice, or affiliation of any individual except (A) as part of a targeted investigation of an individual based on reasonable suspicion to believe that individual has engaged in, or been the victim of, criminal activity, and when there is a clear nexus between the criminal activity and the specific information collected about religious belief, or affiliation, or (B) where necessary to provide religious accommodations.
  - Use agency money, facilities, property, equipment, or personnel to investigate, enforce, or assist in the investigation or enforcement of any criminal, civil, or administrative violation, or warrant for a violation, of any requirement that individuals register with the federal government or any federal agency based on religious belief, practice, or affiliation, national origin, or ethnicity.
- An agency or employee will only be deemed to be in violation of this section if the agency or employee acted with actual knowledge that the information shared would be used for purposes prohibited by this section..

### **402.7 SUPERVISOR RESPONSIBILITY**

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaint Procedure (Policy 1020).

Annually, upon publication of the Racial and Identity Profiling Advisory Board Report, the S.A.F.E. Division Commander shall review the report and the Department's effort to prevent racial or identity profiling and submit an overview, including public concerns, to the Sheriff. This overview shall not contain any identifying information regarding any specific complaint, citizen, or officer.

### **402.8 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The S.A.F.E. Division Commander or the authorized designee shall ensure that all data required by the Department of Justice (DOJ) regarding citizen complaints of racial bias against deputies is collected and provided to the Records Division to be reported annually to DOJ (Penal Code § 13012; Penal Code § 13020).

## **F.4 Fresno Police Department**

Policy  
**402**

Fresno Police Department Policy Manual  
**Racial- or Bias-Based Profiling**

**402.1 POLICY**

The Fresno Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly and without discrimination toward any individual or group. *All members shall interact with the public in a professional, impartial, fair, respectful and nondiscriminatory manner.*

Race, ethnicity or nationality, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any other similar identifiable group shall not be used as the basis for providing differing levels of law enforcement service or the enforcement of the law.

**402.1.1 PURPOSE AND SCOPE**

This policy provides guidance to department members and establishes appropriate controls to ensure that members of the Fresno Police Department do not engage in racial or bias-based profiling or violate any related laws while serving the community. *All personnel should treat all members of the public with courtesy, professionalism, and respect. Department members should not use harassing, intimidating, derogatory, or prejudiced language, particularly when related to an individual's actual or perceived protected characteristics*

**402.2 DEFINITION**

**Racial- or Bias-Based Profiling** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, color, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, affiliation with any non-criminal group (protected characteristics), or other similar identifiable group as the basis for providing differing law enforcement service or enforcement (Penal Code §13519.4).

**402.3 GUIDELINES**

Racial or bias-based profiling is strictly prohibited.. However, nothing in this procedure is intended to prohibit an officer from considering factors such as race or ethnicity in combination with other legitimate factors to establish reasonable suspicion or probable cause (e.g., suspect description is limited to a specific race or group).

- (a) It is the responsibility of all members to prevent, report, and respond appropriately to identify discriminatory or biased practices.
- (b) Members engaging in a non-consensual contact shall be prepared to articulate sufficient reasonable suspicion to justify the contact, independent of the individual's protected class, including but not limited to, traffic stops, field contacts, detentions, as well as asset seizure and forfeiture proceedings.
  - 1) Nothing in this procedure requires any prepared documentation of a contact that would not otherwise require reporting.
  - 2) To the extent that written documentation is completed (e.g., arrest report, F.I. card, etc.), members should include those facts giving rise to reasonable suspicion or probable cause for the contact.
  - 3) While the practice of racial profiling is strictly prohibited, it is recognized that race or ethnicity may be legitimately considered by an officer in combination with other legitimate factors to establish reasonable suspicion or probable cause (e.g., suspect description is limited to a specific race or group).



#### 402.4 STOP DATA COLLECTION SYSTEM

The Stop Data Collection System (SDCS) is a web based demographic data collection system for lawful detentions, administered by the State of California. Participation in the SDCS is required under Assembly Bill 953 for certain law enforcement agencies, including the Fresno Police Department. The data collected is similar to what the Department has been collecting for over 17 years, however there will be some changes as to when stop data will be collected and transmitted;

- (a) If multiple agencies are involved in a stop and the Department is the primary agency, a Department officer shall collect the data elements and prepare the stop data report.
- (b) When multiple officers conduct a stop, the officer with the highest level of engagement with the person detained shall collect the data elements and prepare the report.
- (c) A SDCS entry shall be completed when a passenger in a vehicle stopped becomes detained independent of the traffic stop.

Enforcement operations, including DUI checkpoints, which stop vehicles at regular intervals are exempt from this requirement, unless the officer develops individualized suspicion regarding an occupant in the vehicle, i.e., driver appears to be under the influence of alcohol/drugs, passenger is wanted.

An officer shall complete all stop reports for stops made during their shift by the end of that shift, unless exigent circumstances preclude doing so. In such circumstances, the data shall be completed as soon as practicable. *In the event a stop report is to be completed during an encounter resulting in an Officer Involved Shooting or In-Custody death, the homicide unit supervisor, or their designee, shall complete the stop data report for the involved officer.*

#### 402.5 TRAINING

- (a) Sworn members will attend POST approved training on the subject of racial profiling.
- (b) Pending participation in such POST approved training and at all times, members are encouraged to familiarize themselves with and consider racial and cultural differences among members of our community.
- (c) Members will thereafter be required to complete an approved refresher course every five years or sooner if deemed necessary in order to keep current with changing racial and cultural trends [PC §13519.4(i)].

#### 402.6 ANNUAL ADMINISTRATIVE REVIEW

The Policy and Procedures Unit will conduct a documented annual administrative review of agency practices including public concerns and complaints regarding bias-based profiling.

- (a) This will include an IA database search for any inquiries or complaints alleging bias-based police practices and review of monthly minutes regarding complaints received at Chief's Advisory Board (CAB) committee meetings.
- (b) This information will be included in the Annual Bias-Based Policing Report with recommendations regarding training issues, policies and procedures, and any changes to Federal or State mandates.



**APPENDIX G – AUGUST 24, 2021 LETTER FROM THE  
AMERICAN CIVIL LIBERTIES UNION TO THE RIPA BOARD**

August 24, 2021

Racial and Identity Profiling Act Board  
Calls for Service Subcommittee  
[ab953@doj.ca.gov](mailto:ab953@doj.ca.gov)

*Via Email*

**RE: PROPOSED CALLS FOR SERVICE CHAPTER IN THE 2022 BOARD REPORT**

Dear Members of the RIPA Calls for Service Subcommittee:

We write on behalf of the ACLU of Northern California, ACLU of Southern California, ACLU of San Diego and Imperial Counties, and ACLU California Action to provide input on the proposed calls for service chapter in the 2022 Racial and Identity Profiling Act (“RIPA”) Board Report.

***Fundamental Principles for Mental Health Calls for Service – Prioritizing Care First Response / Least Criminalizing Response***

We appreciate the proposed report’s attention to the important issue of mental health calls for service and support the guiding principles proposed, particularly Trauma-Informed Care, Harm Reduction, Voluntariness, Violence Free Intervention, Least Restrictive Intervention, Connection to Care, and Housing First. We write, however, to raise the need for an additional fundamental principle prioritizing care-focused first response and emphasizing the least criminalizing intervention – consistent with the proposed chapter in the 2022 Board Report addressing measures to prevent disability discrimination.<sup>1</sup>

Mental health calls for service are, by definition, calls related to *health* needs. Police responses, which are all fundamentally connected to the *enforcement of criminal law*, are ill-suited to respond to such calls. Dispatch systems that prioritize or default to police responses to mental health calls for service, instead of responses rooted in health care, discriminate against persons who express mental health needs or who are perceived as having mental disabilities by exposing them to criminal system involvement on the basis of their needs or perceived disability.

Existing data analysis and recent incidents demonstrate the urgent need to avoid law enforcement response to mental health crises.<sup>2</sup> Our analysis of URSUS data has revealed disturbing patterns of law enforcement using excessive force against people when responding to mental health crises. For example, in 2019, every severe use of force reported by the Bakersfield Police

<sup>1</sup>Subcommittee on State and Local Racial & Identity Profiling Policies, Proposed Report, p. 64 (“Dispatch protocols may also need to emphasize a preference for relying upon a community based crisis response when they receive calls involving a person in mental health crisis or suffering from a mental health disability. .... Policies should prioritize responses by trained mental health professionals ..... ”)

<sup>2</sup> See, e.g., Treatment Advocacy Center, *Overlooked in the Undercounted: The Role of Mental Illness in Fatal Law Enforcement Encounters* (Dec. 2015).

Department (“BPD”) was against a person perceived as having a mental illness or impairment.<sup>3</sup> Ninety percent of those persons were Black or Latino, and 70% were unarmed.<sup>4</sup> In Orange County, over 36% of the serious uses of force for which the Sheriff’s Department reported relevant data were against people both unarmed and perceived by officers to have a mental disability or behavioral health impairment.<sup>5</sup> As in Bakersfield, several incidents involved the use of a canine attack, and in the majority of cases, the highest criminal charge brought against the person seriously injured by Sheriff’s deputies was resisting or evading an officer.<sup>6</sup>

Recent events in Orange County illustrate the perils of relying on law enforcement to respond to mental health calls even when that response is through specialized crisis intervention or mental health teams. Since 2016, the County has relied on the Sheriff’s Department’s “Homeless Outreach Team” to carry out what it has described as its “proactive” approach to behavioral health. In 2018, Sheriff’s deputies assigned to that team stopped Kurt Reinhold for the purported purpose of enforcing a jaywalking violation, then escalated a physical encounter and ultimately killed Mr. Reinhold. Nevertheless, the Sheriff has announced that the Department will be expanding the team, stating: “The Sheriff’s Department often gets called to respond to help individuals in the midst of a mental health crisis, and we recognized the need to widen our approach.”

The harms associated with law enforcement response to mental health calls extend beyond overt physical violence. Too often, the involvement of law enforcement leads to the filing of criminal charges directly stemming from a mental health crisis (such as “disturbing the peace” or “resisting or evading an officer”), arrest, and/or incarceration.<sup>7</sup> Law enforcement contact in response to a mental health call can lead to serious collateral consequences, such as loss of housing or investigation by federal immigration enforcement.<sup>8</sup> And the mere presence of uniformed law enforcement (and the associated threat of criminal system punishment or

<sup>3</sup> Cal. Dep’t of Justice, Use of Force Reporting Incident Report (2019); ACLU of Southern California, *Unconstitutional Patterns & Practices in the Bakersfield Police Department* (2021), <https://www.aclusocal.org/en/publications/unconstitutional-patterns-and-practices-bakersfield-police-department>.

<sup>4</sup> *Id.*

<sup>5</sup> Data retrieved from <https://openjustice.doj.ca.gov/data>. The data is limited to use of force resulting in death or “serious bodily injury,” defined as “a bodily injury that involves a substantial risk of death, unconsciousness, protracted and obvious disfigurement, or protracted loss or impairment of the function of a bodily member or organ.” Gov’t Code § 12525.2. OCS D left the field pertaining to behavioral health impairment blank for the majority of reported incidents, limiting our analysis. We urge the Board to examine and cross-reference RIPA data to determine whether by doing so it can complete a fuller analysis.

<sup>6</sup> *Id.*; see also *Unconstitutional Patterns & Practices in the Bakersfield Police Department* at p.8 (describing the use of similar criminal charges).

<sup>7</sup> See, e.g., ACLU of Southern California & Bazelon Center for Mental Health Law, *A New Way Forward* (July 2014), p. 1 (citing sources).

<sup>8</sup> See, e.g., Alisha Jarwala & Sejal Singh, “When Disability Is a ‘Nuisance’: How Chronic Nuisance Ordinances Push Residents with Disabilities Out of Their Homes,” 54 Harv. C.R.C.L. L. Rev. 875 (2019); Nik Theodore, *Insecure Communities: Latino Perceptions of Police Involvement in Immigration Enforcement* (2013).

violence) can be traumatizing and detrimental to the mental health of already vulnerable individuals.<sup>9</sup>

In San Diego, for example, a 2019 report by Campaign Zero found that a quarter of arrests by the San Diego Police Department for youth were for mental illness.<sup>10</sup> Both the San Diego Police Department and San Diego Sheriff's Department also were more likely to search and use force against people with a perceived mental disability compared to those without a perceived disability.<sup>11</sup> In San Diego, the criminalization of people with mental health needs has resulted in over-incarceration which has contributed to San Diego County having one of the highest suicide and death rates in custody in the state.<sup>12</sup> An analysis by Disability Rights California found that “detention in San Diego County Jail facilities appears to increase the risk of suicide significantly for San Diego County residents. The jail system’s inmate suicide rate has been nearly eight (8) times higher than the overall suicide rate for San Diego County (13.1 out of 100,000).” Last month, the state auditor agreed to a request from community members and family member of loved ones who had died in custody to audit the state jail practices.<sup>13</sup>

We urge the Board to examine RIPA data showing not only the rate at which law enforcement use force against persons in mental health crisis, but also the frequency with which law enforcement take criminalizing measures—i.e. arrest or citation—against such persons and in response to mental health calls.<sup>14</sup>

Additionally, we urge the Board to add to the list of fundamental principles in its proposed report a principle that emphasizes that involvement of law enforcement should be minimized to the extent possible in response to mental health calls.<sup>15</sup> In other words, whenever and however the law allows, responses that do not include law enforcement—such as responses led by medics, clinicians, peer support specialists, and community-based responders—should be dispatched in response to mental health calls.<sup>16</sup> This principle should apply to both first response and any transport needs.

<sup>9</sup> See, e.g., Patrisse Cullors, “Abolition And Reparations: Histories of Resistance, Transformative Justice, And Accountability,” 132 Harv. L. Rev. 1684, 1689 (2019).

<sup>10</sup> Samuel Singyawe Campaign Zero, *Evaluating Police in San Diego* (2019), [www.policesscorecard.org/sandiego](http://www.policesscorecard.org/sandiego)

<sup>11</sup> *Id.*

<sup>12</sup> Disability Rights California, *Suicides in San Diego County Jail: A System Failing People with Mental Illness: A Disability Rights California Investigation Report* (2018), <https://www.disabilityrightsca.org/public-reports/san-diego-jail-suicides-report>.

<sup>13</sup> San Diego Union Tribune, *State Auditor To Investigate Deaths At San Diego County Jails*, July 1, 2021 available at <https://www.sandiegouniontribune.com/news/public-safety/story/2021-07-01/state-legislators-consider-audit-of-san-diego-county-sheriffs-department>

<sup>14</sup> The Board should consider analysis of both data on stops of persons perceived by the officer as having a relevant disability or impairment, and data concerning stops carried out for the purpose of mental health-related welfare checks or pursuant to Welfare and Institutions Code section 5150.

<sup>15</sup> The majority of law enforcement agencies responding to an LA County EMS Commission survey agreed that individuals in behavioral health crisis would benefit from a response by emergency medical personnel as opposed to law enforcement if there are not acute violence/safety issues.

<sup>16</sup> In future reports, the Board may wish to examine any provisions of state law or components of state infrastructure that impede prioritizing dispatch of care-centered responses to mental health calls for service.

Finally, consistent with this principle, we urge the Board to focus its examination of Emerging Crisis Response Models on models that minimize the dispatch and involvement of law enforcement rather than longstanding law enforcement-reliant models. The danger of relying on police specialized teams is well-illustrated by the example of Orange County, described above. Although the proposed report currently references Los Angeles County’s MET co-response teams as an emerging model, the inadequacies of MET have been well-documented for years. The County has been unable to consistently staff MET teams with clinicians, impeding actual co-response.<sup>17</sup> Moreover, MET is both costly and unable to timely respond to many mental health calls; as a result, Los Angeles County currently suffers from significant service gaps and is searching for funding to scale up psychiatric mobile response teams separate from the Sheriff’s Department to fill those gaps.<sup>18</sup>

Several recent tragic incidents illustrate the deadly flaws present in LA County’s current calls for service system. In March of this year, Sheriff’s deputies shot and severely injured Isaias Cervantes, a young man with autism, when family members called for help with a crisis.<sup>19</sup> The previous year, Sheriff’s deputies beat and tased to death Eric Briceno when his family called 911 for help with a mental health crisis.<sup>20</sup> Instead of focusing on LA County MET as an emerging model, therefore, the Board should examine regional efforts to resource community-based and mental health care-based responses, to avoid and minimize law enforcement response.<sup>21</sup>

### ***Community-Based Responses to Mental Health Calls***

We appreciate the proposed report’s attention to community-based crisis response. At the same time, we urge the Subcommittee to revise the proposed report to more clearly recognize the unique and important contributions of community-based crisis responders and to recommend that state and local officials provide additional resources to community-based organizations so they can expand, scale, study, and document the successes of their crisis response efforts.

<sup>17</sup> Report of the Sheriff Civilian Oversight Commission Regarding the Mental Evaluation Team Program of the Los Angeles County Sheriff Department (2018),

<https://coc.lacounty.gov/LinkClick.aspx?fileticket=NOUC3DWcsps%3d&portalid=35>.

<sup>18</sup> See Motion: Expanding Alternative Crisis Response in Los Angeles County (June 8, 2021),

<http://file.lacounty.gov/SDSInter/bos/supdocs/158865.pdf>.

<sup>19</sup> Alene Tchekmedyan, “Family of autistic man says deputies were warned of his disabilities before shooting,” L.A. Times (Apr. 7, 2021), <https://www.latimes.com/california/story/2021-04-07/1-a-sheriff-deputy-shooting-mental-disability>.

<sup>20</sup> Alene Tchekmedyan, “A family called 911 for son’s mental health crisis. They say deputies beat and Tasered him to death,” L.A. Times (Sept. 22, 2020), <https://www.latimes.com/california/story/2020-09-22/eric-briceno-death-sheriffs-deputies>.

<sup>21</sup> See e.g., Los Angeles County Alternatives to Incarceration Work Group Final Report, *Cares First, Jails Last: Health and Racial Justice Strategies for Safer Communities* (2020), p.2, [https://lacalternatives.org/wp-content/uploads/2020/03/ATI\\_Full\\_Report\\_single\\_pages.pdf](https://lacalternatives.org/wp-content/uploads/2020/03/ATI_Full_Report_single_pages.pdf) (describing measures to “[u]tilize behavioral health responses for individuals experiencing mental health and/or substance use disorders, homelessness, and other situations caused by unmet needs; avoid and minimize law enforcement responses”).

Across California, community organizations are leading innovative responses to emergency situations ranging from mental health crisis to housing displacement. The proposed report should use terminology that clearly recognizes these efforts as distinct from responses led by, for example, County mental health agencies.<sup>22</sup> The report should also recognize that responses led by community-based organizations are an essential component of a robust and holistic crisis care system in addition to government-led crisis call centers, mobile response teams, and crisis receiving and stabilization facilities. Many vulnerable populations—including people with irregular or uncertain immigration status, people with disabilities, people who are gender nonconforming, people who are formerly incarcerated, people experiencing homelessness, and others disproportionately targeted by law enforcement—face significant barriers to engaging with government first responders because of deep-rooted fear and stigma related to their status. In these circumstances, responses led by community-based organizations can be more accessible, minimize harm, and provide more culturally competent and appropriate services.

Some examples of such community-based responses include:

- **Mental Health First** -- In Sacramento and Oakland, Mental Health First manages hotlines for residents in need of immediate mental health intervention. After support teams address the immediate crisis, they work to strengthen the individual’s support system and connect them to resources.
- **Marin County Cooperation Team (MCCT)** -- Formed in response to COVID-19, this comprehensive supportive services organization includes an emergency Crisis Care Team that operates a 24-hour emergency hotline and is a collaboration between public and private sectors to integrate services for people experiencing mental health crises, among other emergent issues.
- **CAT 911** -- In Los Angeles, the Youth Justice Coalition and community members are mobilizing to build a countywide network of Community Alternatives to 911 or CAT-911 teams to operate as both community-based first responders and to provide ongoing support in response to mental health and other crises.

We urge the Board to recommend that the state and localities provide supportive funding to such community-based organizations to strengthen and scale their crisis response efforts.<sup>23</sup> The Board should also recommend that the state and local governments support community-based responders to directly receive and respond to crisis calls through their independent hotlines, in light of the valid fears that vulnerable individuals may have related to calling 911, and in light of the lack of developed policies, procedures, and standards for PSAP dispatch related to mental health calls.

<sup>22</sup> In no context should law enforcement response be characterized as “community-based crisis response.”

<sup>23</sup> See, e.g., California Assembly Bill 118 – The C.R.I.S.E.S. Act (2021), [https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202120220AB118](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220AB118).

### ***Context & Recommendations Directed at Dispatch***

The proposed report appropriately recognizes the critical role that dispatchers play in responding to bias-based calls and identifying, triaging, and diverting calls for service that are more appropriate for a care-based response, such as mental health calls. The portions of the proposed report that find a lack of uniform policies, procedures, and standards for dispatchers are of crucial importance. We write to provide additional evidence supporting these findings and to urge the Board to further study and make recommendations directed at the dispatch problems identified.

The proposed report states that “[g]iven the important role dispatchers play in responding to calls it is difficult to understand why there are no uniform policies and procedures to create standards for [dispatch] centers.” The proposed report appears to focus on only dispatchers housed in law enforcement agencies overseen by POST; when all dispatchers, including those operating out of fire and medical agencies, are taken into account, the disuniformity of policies and procedures may be even more severe. The Board may wish to examine whether this is the case.

The absence of clear guidelines, policies, and procedures for dispatchers has been documented in detail in Los Angeles County. According to one official report, there is no uniform criteria that different LA County agencies use to decide whether a behavioral health emergency call will be dispatched to law enforcement or emergency medical responders.<sup>24</sup> A survey of dispatch agencies in LA County found that nearly half did not have any protocol for determining if or when responders with specialized mental health training—law enforcement or otherwise—should be dispatched.<sup>25</sup> Only 18% of dispatching agencies in LA County reported having standard protocol for even identifying behavioral health crises.<sup>26</sup>

We urge the Board to take a closer look at the policies, protocol, and training of individual dispatching agencies to examine whether they adequately address mental health calls and bias-based calls, and to include the results of that survey in its report for 2022 or the following year.<sup>27</sup> The proposed report notes that individual agency policies may limit how dispatchers respond to bias-based calls but does not include specific policy recommendations for agencies. The Board should recommend specific policies and goals for dispatcher response, as well as accountability mechanisms to ensure that calls are dispatched according to those recommendations and the fundamental principles articulated in the mental health calls portion of the draft report. Similarly, the Board should examine the sufficiency of POST’s regulatory actions concerning dispatchers.

<sup>24</sup> Los Angeles County Emergency Medical Services Commission, Ad Hoc Committee on Prehospital Care of Mental Health and Substance Abuse Emergencies, Final Report (Sept. 2016) (EMS Report), 18.

<sup>25</sup> Los Angeles County Emergency Medical Services Commission, Los Angeles County’s 9-1-1 Dispatch and Field Response to Mental Health and Substance Abuse Emergencies Survey (Jan. 17, 2019) (EMS Survey), 5.

<sup>26</sup> EMS Report at 18.

<sup>27</sup> *Compare* Subcommittee on State and Local Racial & Identity Profiling Policies, Proposed Report, pp. 2-10 (review of agency bias-free policing policies).



Relatedly, we urge the Board to take a closer look at whether or not POST has the capacity and expertise to design and implement appropriate training for bias-based calls and mental health calls, especially given that dispatch is not limited to peace officers. Specifically, the Board may wish to examine POST’s process for developing mental health awareness training for dispatchers in light of AB 680 and challenges or obstacles related to that process. The Board should strive to identify whether there are other statewide entities that may be better tasked with dispatcher training and protocol, and it should make related recommendations.

Finally, in counties where there are mental health mobile crisis response teams, mental health calls to 911 do not reliably result in dispatch of those teams. Different officials have given varied rationales for the separation between those teams and 911 dispatch. LA County’s EMS Commission has described its psychiatric mobile response teams as “distinctly separate from the 911 system”; according to the Commission, mental health responses “are not accessible in the current 911 system algorithm.”<sup>28</sup> Other county mental health agency representatives have stated that the primary obstacle is a lack of dispatcher training and protocol for referring calls to mental health mobile crisis teams; still other county officials have cited legal limitations. The true cause of the failure to integrate mental health responders into emergency dispatch should be a focus of the Board’s future reports on calls for service, along with recommended avenues for restructuring dispatch to facilitate care-based responses, in light of the existing statutory scheme and new legislation.<sup>29</sup>

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Thank you for your attention to this comment and to the important issues of bias-based calls and mental health-related calls for service. We look forward to the Board’s consideration of these matters at its upcoming hearings.

Sincerely,



Adrienna Wong, Senior Staff Attorney  
ACLU Foundation of Southern California  
Statewide Police Practices Team Lead

<sup>28</sup> EMS Report at 19. This appears to be changing. See Jonathan E. Sherin & Robert Ross, *Los Angeles County Alternative Crisis Response Preliminary Report and Recommendations* (2020), <http://file.lacounty.gov/SDSInter/bos/supdocs/149254.pdf>.

<sup>29</sup>See Cal. Gov’t Code section 53100(b) (encouraging local governments to “develop and improve emergency communication procedures and facilities in such a manner as to be able to quickly respond to any person calling the telephone number ‘911’ seeking police, fire, medical, rescue, and other emergency services”) (emphasis added); Legislative Analyst’s Office, *American Rescue Plan’s Major Health-Related Funding Provisions* (May 6, 2021), <https://lao.ca.gov/Publications/Report/4425> (describing both federal funding for mobile crisis services and pre-existing state funding for mobile crisis teams); National Suicide Hotline Designation Act of 2020, <https://www.congress.gov/bill/116th-congress/senate-bill/2661/text>.



## APPENDIX H – BREAKDOWN OF CIVILIAN COMPLAINTS

### H.1 Racial and Identity Profiling Civilian Complaints for RIPA Reporting Agencies Table

Agency Name	Sustained	Exonerated	Not Sustained	Unfounded
Alameda County Sheriff's Department	0	0	0	3
Alhambra Police Department	0	0	0	2
Anaheim Police Department	0	1	0	1
Antioch Police Department	0	1	1	0
Arcadia Police Department	0	0	0	1
Bakersfield Police Department	0	0	0	4
Berkeley Police Department	0	0	1	1
Beverly Hills Police Department	0	0	2	2
Brea Police Department	0	0	0	1
Brentwood Police Department	0	0	0	1
Buena Park Police Department	0	0	0	1
Burbank Police Department	0	1	0	2
Cal Poly Pomona, University Police	0	0	0	1
Cal Poly San Luis Obispo, University Police	0	0	0	1
California Highway Patrol	0	37	0	2
Capitola Police Department	0	1	2	1
Carlsbad Police Department	0	1	1	2
Chino Police Department	0	0	0	2
Citrus Heights Police Department	0	0	0	1
Clayton Police Department	0	0	1	0
Clovis Police Department	0	0	0	3
Colton Police Department	0	0	0	3
Contra Costa County Sheriff's Department	0	1	0	0
CSU Chico, University Police	0	0	0	1
CSU Los Angeles, University Police	0	1	2	0
Daly City Police Department	0	0	1	1
Davis Police Department	0	0	0	3
Desert Hot Springs Police Department	0	0	0	1
Downey Police Department	0	0	0	3
El Cerrito Police Department	0	1	0	0
El Dorado County Sheriff's Department	0	0	1	1
El Segundo Police Department	0	0	0	0
Escondido Police Department	0	0	0	1
Fairfield Police Department	1	0	0	7
Fontana Police Department	0	1	1	0
Foothill-DeAnza College Police Department	0	0	0	0
Fountain Valley Police Department	0	0	0	13
Fremont Police Department	0	0	0	0
Fresno County Sheriff's Department	0	1	1	7
Fresno Police Department	0	3	2	6
Fullerton Police Department	0	0	2	5

Glendale Community College Police Department	0	0	0	1
Glendale Police Department	0	0	0	2
Glendora Police Department	0	0	0	0
Grover Beach Police Department	0	1	0	2
Gustine Police Department	0	0	1	0
Hawthorne Police Department	0	0	0	1
Hayward Police Department	0	0	0	4
Hemet Police Department	0	0	0	0
Hercules Police Department	0	0	0	3
Hermosa Beach Police Department	0	0	0	2
Humboldt County Sheriff's Department	0	3	2	0
Huntington Beach Police Department	0	0	0	1
Imperial County Sheriff's Department	0	0	1	0
Inglewood Police Department	1	0	0	0
Irvine Police Department	0	0	0	1
Kern County Sheriff's Department	0	0	1	2
Kings County Sheriff's Department	0	0	0	1
La Habra Police Department	0	0	0	1
Livermore Police Department	0	0	0	1
Lodi Police Department	0	0	0	0
Long Beach Police Department	0	0	0	4
Los Altos Police Department	0	0	0	1
Los Angeles County Sheriff's Department	1	43	6	2
Los Angeles Police Department	0	1	19	19
Los Angeles World Airport Police	0	0	0	0
Madera Police Department	0	1	0	1
Manteca Police Department	0	0	0	1
Modesto Police Department	0	0	0	1
Monterey Police Department	0	0	0	0
Morgan Hill Police Department	0	0	0	1
Mount Shasta Police Department	0	1	0	0
Mountain View Police Department	0	0	0	1
Napa County Sheriff's Department	0	0	0	3
National City Police Department	0	0	0	0
Nevada County Sheriff's Department	0	0	0	1
Oakland Police Department	0	0	2	93
Oceanside Police Department	0	0	1	0
Ontario Police Department	0	0	0	4
Orange County Sheriff's Department	1	2	0	5
Pacific Grove Police Department	1	0	0	0
Palm Springs Police Department	0	0	1	4
Petaluma Police Department	0	0	0	1
Pismo Beach Police Department	0	0	0	2
Pittsburg Police Department	0	0	0	1
Pleasant Hill Police Department	0	0	0	2
Redding Police Department	0	0	0	0
Redlands Police Department	0	0	0	2
Redondo Beach Police Department	0	1	0	0
Redwood City Police Department	0	0	0	1
Rio Vista Police Department	0	0	1	0

Riverside Police Department	0	0	1	0
Rohnert Park Police Department	0	0	0	4
Sacramento County Sheriff's Department	0	1	0	2
Sacramento Police Department	0	2	0	8
Salinas Police Department	0	2	0	1
San Bernardino County Sheriff's Department	0	1	0	63
San Bruno Police Department	0	0	0	1
San Diego County Sheriff's Department	0	0	0	44
San Diego Harbor Police	0	1	0	0
San Diego Police Department	0	0	4	14
San Francisco County Sheriff's Department	0	0	0	0
San Francisco Police Department	6	2	7	12
San Joaquin County Sheriff's Department	0	3	0	0
San Jose Police Department	0	0	3	28
San Leandro Police Department	0	0	0	2
San Luis Obispo County Sheriff's Department	0	0	2	2
San Mateo County Sheriff's Department	0	1	1	0
San Mateo Police Department	0	1	0	2
San Pablo Police Department	0	0	0	0
Santa Barbara County Sheriff's Department	0	0	0	0
Santa Barbara Police Department	0	0	1	2
Santa Clara County Sheriff's Department	1	1	0	5
Santa Clara Police Department	0	0	0	2
Santa Cruz County Sheriff's Department	0	0	0	1
Santa Cruz Police Department	0	0	0	0
Santa Maria Police Department	0	0	0	2
Santa Rosa Police Department	0	1	0	2
Sierra Madre Police Department	0	0	0	1
Signal Hill Police Department	0	0	1	1
Simi Valley Police Department	0	0	0	1
Siskiyou Sheriff's Department	0	0	0	1
Solano County Sheriff's Department	1	0	0	4
Sonoma County Sheriff's Department	0	0	0	0
South Pasadena Police Department	0	0	0	0
Stanislaus County Sheriff's Department	1	1	1	1
Stockton Police Department	0	0	0	0
Suisun City Police Department	0	0	0	1
Sunnyvale Police Department	0	0	1	0
Tiburon Police Department	0	0	0	0
Torrance Police Department	0	1	0	9
Tracy Police Department	0	0	1	0
Tulare County Sheriff's Department	0	0	1	0
Tulare Police Department	0	0	0	3
UC Irvine, University Police	0	0	0	2
UC Los Angeles, University Police	0	0	1	2
UC San Francisco, University Police	0	0	0	1
UC Santa Cruz, University Police	0	0	0	0

Union City Police Department	0	0	1	0
Vacaville Police Department	0	0	0	3
Vallejo Police Department	0	0	0	2
Ventura County Sheriff's Department	0	11	0	4
Walnut Creek Police Department	0	0	0	2
Watsonville Police Department	0	0	0	3
Weed Police Department	0	0	0	1
West Sacramento Police Department	0	0	0	4
Woodland Police Department	0	0	0	2
Yolo County Sheriff's Department	0	0	0	1

# **APPENDIX I – WAVES 3 AND 4 CIVILIAN COMPLAINTS FORMS**

## **I.1 Alameda County Sheriff's Office**

**ALAMEDA COUNTY SHERIFF'S OFFICE**  
**Citizen's Complaint Form**

**COMPLAINANT:**

Name \_\_\_\_\_ Sex \_\_\_\_\_ Race \_\_\_\_\_

DOB \_\_\_\_\_ Driver's License # \_\_\_\_\_ PFN \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone # \_\_\_\_\_ Cell Phone # \_\_\_\_\_ E-mail \_\_\_\_\_

**EMPLOYEE(S):**

Names or Descriptions \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**WITNESS(ES):**

Name \_\_\_\_\_ Address \_\_\_\_\_ Phone \_\_\_\_\_

Name \_\_\_\_\_ Address \_\_\_\_\_ Phone \_\_\_\_\_

Name \_\_\_\_\_ Address \_\_\_\_\_ Phone \_\_\_\_\_

**INCIDENT LOCATION:** \_\_\_\_\_ **DATE:** \_\_\_\_\_ **TIME:** \_\_\_\_\_

**DETAILS OF COMPLAINT: (Attach additional pages if necessary)** \_\_\_\_\_

\_\_\_\_\_

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**CALIFORNIA CIVIL CODE, Section 47.5 Defamation Action by Peace Officer**

Notwithstanding Section 47, a peace officer may bring an action for defamation against an individual who has filed a complaint with that officer's employing agency alleging misconduct, criminal conduct, or incompetence, **if that complaint is false, the complaint was made with knowledge that it was false and that it was made with spite, hatred or ill will.** Knowledge that the complaint was false may be proved by showing that the complainant had no reasonable grounds to believe the statement was true and that the complainant exhibited a reckless disregard for ascertaining the truth.

**YOU HAVE THE RIGHT TO MAKE A COMPLAINT AGAINST A POLICE OFFICER FOR ANY IMPROPER POLICE CONDUCT. CALIFORNIA LAW REQUIRES THIS AGENCY TO HAVE A PROCEDURE TO INVESTIGATE CITIZENS' COMPLAINTS. YOU HAVE A RIGHT TO A WRITTEN DESCRIPTION OF THIS PROCEDURE. THIS AGENCY MAY FIND AFTER INVESTIGATION THAT THERE IS NOT ENOUGH EVIDENCE TO WARRANT ACTION ON YOUR COMPLAINT; EVEN IF THAT IS THE CASE, YOU HAVE THE RIGHT TO MAKE THE COMPLAINT AND HAVE IT INVESTIGATED IF YOU BELIEVE AN OFFICER BEHAVED IMPROPERLY. CITIZENS' COMPLAINTS AND ANY REPORTS OR FINDINGS RELATING TO COMPLAINTS MUST BE RETAINED BY THIS AGENCY FOR AT LEAST FIVE YEARS.**

Per 832.7 PC, complainants are only entitled to be notified of the findings (results) of the investigations, as the contents of all personnel investigations shall remain confidential.

**I have read and understood the above statement.**

\_\_\_\_\_  
Complainant's Signature

\_\_\_\_\_  
Date

**COMPLAINT PROCEDURE:** If the incident occurred more than 30 days prior to this complaint, include a description of the circumstances causing the delay in the above narrative.

After the complaint has been received by a Sheriff's Office employee, a copy shall be returned to the complainant. The complaint will then be sent to an investigator. When completed, the investigation will be reviewed by command staff and forwarded to the Sheriff for a finding. A letter outlining the allegation(s) and finding(s) will then be sent to the complainant.

COMPLAINT RECEIVED BY: Name \_\_\_\_\_ Date \_\_\_\_\_ Time \_\_\_\_\_  
 In Person    Phone    Mail    Other \_\_\_\_\_

COMPLAINANT SENT/GIVEN COPY BY: Name \_\_\_\_\_ Date \_\_\_\_\_



## **I.2 Anaheim Police Department**



# ANAHEIM POLICE DEPARTMENT

## MESSAGE FROM THE CHIEF OF POLICE

The police officer of today works in an extremely complex society. A goal of the Anaheim Police Department is to ensure that the public is served in a most efficient and effective manner by highly trained police officers.

To assist us in achieving this goal, you, as an individual, can help by letting us know if you have a complaint. Be assured that your complaint will be quickly, professionally, and objectively investigated in order to arrive at all the facts. Appropriate action will then be taken with the objective to improve our service to the community.

JORGE CISNEROS  
CHIEF OF POLICE

## POLICE COMPLAINT PROCEDURE

HOW DO I FILE A COMPLAINT? If you wish to file a formal complaint, it will be necessary for you to complete a Personnel Complaint form. You may obtain this form at the front counter of the police department, the City Clerk's Office, any Anaheim Public Library, the Community Services Office, or by calling or writing the Anaheim Police Department and requesting that a form be sent to you. When the Personnel Complaint form is filled out, it should be delivered to the Anaheim Police Department, 425 S. Harbor Blvd., or mailed to P.O. Box 3369, Anaheim, CA 92803-3369.

WHAT WILL HAPPEN TO THE OFFICER? It will depend on what the officer did. If the officer's actions were criminal, he/she could be dealt with in the same way as any other citizen. If the officer's actions were improper but not criminal, he/she may be disciplined by the Chief of Police. If the officer is falsely accused, the complainant may face civil and/or criminal action.

WILL I BE TOLD OF THE RESULTS OF THE INVESTIGATION? Yes. You will receive a letter from the Chief of Police advising you of the disposition of your complaint

425 S. Harbor Blvd  
Anaheim, CA 92805

T: (714) 765-1900  
F: (714) 765-1690

[www.anaheimpd.org](http://www.anaheimpd.org)



# ANAHEIM POLICE DEPARTMENT

## UN MENSAJE DEL JEFE DE POLICIA

El policia de hoy un dia trabaja en una sociedad compleja. Una de las metas del Departamento de Policia de Anaheim, es la de asegurar que al publico se le sirva de manera eficiente & efectiva por un cuerpo de policia lo mas altamente entrenado posible.

Usted, como una persona particular, puede ayudarnos a lograr esta meta, haciendonos saber si tiene alguna queja. Quiero afirmar que se investigara rapidamente, profesionalmente y objetivamente, para asi poder descubrir los hechos. Accion apropiada sera tomada con el objetivo de mejorar el servicio a la comunidad.

JORGE CISNEROS  
CHIEF OF POLICE

## PROCEDIMIENTO PARA PRESENTAR UNA QUEJA

¿COMO REGISTRO UNA QUEJA? Si usted desea registrar una queja formal, sera necesario que complete una forma que usted puede obtener en la oficina de la policia de la ciudad de Anaheim, la oficina del escribano de la ciudad (office of the City Clerk), cualquier sucursal de la biblioteca, la oficina de servicios de la comunidad, o puede llamar o escribir al Departamento de Policia de Anaheim para solicitar una forma por correo. Cuando complete la forma, devuelva al departamento de policia de Anaheim, 425 South Harbor Boulevard, o mandela por correo al P.O. Box 3369, Anaheim, CA 92803-3369.

¿QUE LE PASARA AL AGENTE DE LA POLICIA? Esto depende en lo que haya hecho. Si cometio una accion criminal, se le tratara igualmente como cualquier otra persona que haya cometido una accion similar. Si fue una accion impropia, el Jefe de la Policia se encargara de disciplinarlo. Si por el contrario, se determina que usted hizo una queja falsa a sabiendas, se le puede someter a un proceso civil o criminal.

¿ME DIRAN EL RESULTADO DE LA INVESTIGACION? Si. Usted recibira una carta del Jefe de la Policia, donde le comunicaran la accion que tomo tocante su queja.

425 S. Harbor Blvd  
Anaheim, CA 92805

T: (714) 765-1900

F: (714) 765-1690

[www.anaheimpd.org](http://www.anaheimpd.org)

ANAHEIM POLICE DEPARTMENT  
PERSONNEL CC PLAIN/QUEJAS CONTRA EL PERSONAL

Case Number: \_\_\_\_\_

Print your NAME, ADDRESS and PHONE NUMBERS, BUSINESS & HOME/ En letra de molde escriba su NOMBRE, DIRECCION Y NUMERO de TELEFONO de su CASA y TRABAJO

Print the DATE, TIME and LOCATION OF THE INCIDENT/ Escriba en letra de molde LA FECHA, HORA y LUGAR DEL INCIDENTE

Print the NAMES, ADDRESSES and PHONE NUMBER of any Witnesses/ Escriba en letra de molde NOMBRES, DOMICILIOS y NUMEROS DE TELEFONO de Testigos

DESCRIBE the incident in detail. Begin in the space below and if more space is needed, continue on a second sheet. Sign all pages. / Describa como sucedio el incidente, empiece en el espacio de abajo, y si necesita mas espacio, continue en una segunda hoja. Firme todas las paginas.

Is the complaint based on racial or identity bias? Yes  No  / Existe un prejuicio racial o de identidad en esta queja? Si  No

You have the right to make a complaint against a police officer for any improper police conduct. California law requires this agency to have a procedure to investigate citizens' complaints. You have the right to a written description of this procedure. This agency may find, after investigation, that there is not enough evidence to warrant action on your complaint. Even if that is the case, you have the right to make the complaint and have it investigated if you believe an officer behaved improperly. Citizen complaints and any reports or findings relating to complaints must be retained by this agency for at least five years.

**I have read and understood the above statements, and have presented true and accurate facts.**

Usted tiene el derecho de hacer una queja en contra de un oficial de policia por cualquier conducta inapropiada. La ley del estado de California requiere que esta agencia tenga un proceso para investigar quejas de civiles. Usted tiene el derecho a una descripcion escrita de este proceso. Esta agencia puede encontrar despues de investigar, que no hay suficientes pruebas para tomar accion en su queja. Aunque ese sea el caso, usted tiene el derecho de hacer una queja y tenerla investigada si usted cree que un oficial de policia se comporto de una manera inapropiada. Quejas de civiles y cualesquier reporte o contacto relacionados con quejas tienen que ser conservadas por esta agencia por lo menos de cinco anos.

**Yo he leído y entendido las declaraciones contenidas en esta pagina y he presentado datos exactos y veridicos.**

Signature/ Firma \_\_\_\_\_

Date/ Fecha \_\_\_\_\_

FORM ISSUED BY: \_\_\_\_\_ DATE: \_\_\_\_\_ TIME: \_\_\_\_\_

FORM RECEIVED BY: \_\_\_\_\_ DATE: \_\_\_\_\_ TIME: \_\_\_\_\_

ASSIGNED TO: \_\_\_\_\_ DISTRIBUTION: WHITE- Internal Affairs, CANARY- Complainant APD-296 Rev. 7/16

When the Personnel Complaint for is filled out, it should be delivered to the Anaheim Police Department, 425 S. Harbor Blvd. Anaheim, CA  
Or mailed to: Anaheim Police Department P.O. Box 3369, Anaheim, CA 92803-3369. Attention: I.A.

### **I.3 Fresno County Sheriff's Office**



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**Margaret Mims**  
**Sheriff-Coroner**

## **CITIZEN COMPLAINT PROCEDURE**

### **HOW TO SUBMIT A COMPLAINT**

A complaint of misconduct by Sheriff's Office personnel must be made by submitting the Fresno County Sheriff's Office Citizen Complaint Form. You may contact the Internal Affairs Unit at the Fresno County Sheriff's Headquarters Building, 2200 Fresno Street, Fresno CA 93721, or by calling (559) 600-8031 between 8:00 a.m. and 4:00 p.m. on weekdays (Holidays excepted). During non-business hours, you may contact the Watch Commander at the same location by calling (559) 600-1650.

The following information is needed to process your complaint:

1. Your name, address, and telephone number.
2. The location, date, and time of the alleged incident.
3. The name, address, and telephone number (if available) of all witnesses to the alleged incident.
4. The names or other identification of Sheriff's Office personnel involved.
5. All details of the alleged incident which prompts your complaint.
6. Your signature in the allotted space on both sides of the complaint form.

### **INVESTIGATIVE PROCEDURE**

Your complaint will be investigated and you will be advised of the disposition when the investigation has been completed. After completion, all investigative reports are maintained for a period of five years.

### **CONCLUSION**

Your information regarding misconduct helps protect the community from possible misconduct by Sheriff's Office personnel. Thorough and impartial investigative procedures help protect Sheriff's Office personnel from unwarranted charges while performing their duties properly.

**FRESNO COUNTY SHERIFF'S OFFICE  
MARGARET MIMS, SHERIFF  
CITIZEN COMPLAINT FORM**

For Official Use Only

Reporting Person (Last, First, Middle Name)	Date of Birth	Age	I.A. File #
Residence Address (Address and Zip Code)	Telephone	C/R #	
Business or School	Telephone	Date/Time of Complaint	

**VICTIM OF ALLEGED INCIDENT**

Name (Last, First, Middle Name)	Date of Birth	Arrested ( ) Yes ( ) No
Residence Address and Zip Code	Telephone	Attorney or Representative
Business or School	Telephone	Telephone

**NAME OF EMPLOYEE (If known)**

Name	Division	Rank	Badge #	Car #	Description

**WITNESS**

Name	Address	Telephone
Date & Time of Incident	Location of Incident	

**Details of complaint. It is important to include as many factual details as possible so that the incident may be fully investigated. Place complaint on reverse side of form. If necessary, please use additional pages. Also read and sign admonishment on reverse side of form.**

Signature of Reporting Person	Signature of Parent/Guardian (if under age 18)
Signature of Officer Receiving Complaint	Date

**RACIAL OR IDENTITY PROFILING**

<b>Does this Citizen Complaint involve Racial or Identity Profiling? ( ) Yes ( ) No</b>
<b>If "Yes" which of the following best describes the type of Racial or Identity Profiling. Circle those that apply.</b>
Race / Color / Ethnicity / National Origin / Age / Religion / Gender Identity / Sexual Orientation / Mental or Physical Disability

File No.

Date of Complaint


**ADVISORY TO COMPLAINANT**

Fresno County Sheriff’s Office requires that the statements and reports about officers or other personnel be verified by a declaration “under penalty of perjury” confirming all statements and reports communicated by you in this Complaint Form are true and correct.

YOU HAVE THE RIGHT TO MAKE A COMPLAINT AGAINST A POLICE OFFICER FOR ANY IMPROPER POLICE CONDUCT. CALIFORNIA LAW REQUIRES THIS AGENCY TO HAVE A PROCEDURE TO INVESTIGATE CITIZENS’ COMPLAINTS. YOU HAVE A RIGHT TO A WRITTEN DESCRIPTION OF THIS PROCEDURE. THIS AGENCY MAY FIND AFTER INVESTIGATION THAT THERE IS NOT ENOUGH EVIDENCE TO WARRANT ACTION ON YOUR COMPLAINT; EVEN IF THAT IS THE CASE, YOU HAVE THE RIGHT TO MAKE THE COMPLAINT AND HAVE IT INVESTIGATED IF YOU BELIEVE AN OFFICER BEHAVED IMPROPERLY. CITIZEN COMPLAINTS AND ANY REPORTS OR FINDINGS RELATING TO COMPLAINTS MUST BE RETAINED BY THIS AGENCY FOR AT LEAST FIVE (5) YEARS.

“PLEASE BE AWARE THAT PURSUANT TO CALIFORNIA LAW EVERY PERSON WHO, BEING REQUIRED BY LAW TO MAKE ANY RETURN, STATEMENT, OR REPORT, UNDER OATH, WILLFULLY MAKES AND DELIVERS ANY SUCH RETURN, STATEMENT, OR REPORT, PURPORTING TO BE UNDER OATH, KNOWING THE SAME TO BE FALSE IN ANY PARTICULAR, IS GUILTY OF PERJURY, WHETHER SUCH OATH WAS IN FACT TAKEN OR NOT. California Penal Code § 129.”

HAVING READ AND UNDERSTOOD THE FOREGOING WARNING, I WISH TO PROCEED TO VERIFY EACH STATEMENT BY ME SET FORTH ABOVE UNDER PENALTY OF PERJURY.

“I hereby declare under penalty of perjury pursuant to the laws of the State of California that the foregoing statements and reports by me are true and correct.”

\_\_\_\_\_  
[Print and Sign]



## **I.4 Kern County Sheriff's Office**

**Kern County Sheriff's Office**  
**Citizen Complaint Procedure**  
Sheriff's Policy & Procedure D-600 Attachment "A"

The Kern County Sheriff's Office strives to maintain a relationship of trust and confidence with the community. In keeping with this goal, it is the policy of the department to diligently investigate all personnel complaints in a fair and impartial manner.

The preferred method of registering a complaint is to do so in person at the Personnel Division, 1350 Norris Road, Building A, Bakersfield, during regular business hours.

Realizing this is not always possible, complaint forms are available to the public at every Sheriff's station. The completed complaint form can be sealed in an envelope marked "Internal Affairs" and delivered to any office of the Kern County Sheriff's Office. Personnel complaint forms may also be obtained and returned through the mail or by calling (661) 391-7470.

When a complaint is received by this department, the Sheriff's Administration assigns it to an investigator. The investigation is monitored by the administration and reviewed by the Sheriff-Coroner or his designee. The complainant is notified by mail when the investigation is concluded. Be assured that if the investigation finds the employee to be culpable, appropriate disciplinary action is taken.

Personnel complaint forms may be obtained and filed at any office of the Kern County Sheriff's Office, or mailed to:

Kern County Sheriff's Office  
Personnel Division/Internal Affairs Unit  
1350 Norris Road  
Bakersfield, CA 93308

For further information or complaint forms, please call (661) 391-7470.

Investigation Due Date: \_\_\_\_\_

Office Use Only  
File# \_\_\_\_\_

**Kern County Sheriff's Office  
Personnel Complaint**

Crime Report# \_\_\_\_\_

Complainant's Name: \_\_\_\_\_ D08: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone Number: Home \_\_\_\_\_ Work: \_\_\_\_\_ Other: \_\_\_\_\_

Location of Occurrence: \_\_\_\_\_ Date/Time: \_\_\_\_\_

Personnel: \_\_\_\_\_  
(Employee's Name, Badge or Car Number)

Nature of Complaint: \_\_\_\_\_

(Use additional sheets if necessary)

You have the right to make a complaint against a Sheriff's Office employee. California law requires this agency to have a procedure to investigate citizen complaints against peace officers. You have a right to a written description of this procedure. This agency may find after investigation that there is not enough evidence to warrant action on your complaint; even if that is the case, you have the right to make the complaint and have it investigated if you believe an officer behaved improperly. Citizen complaints and any reports of findings relating to complaints must be retained by this agency for at least five years.

I have read and understood the above statement.

\_\_\_\_\_ Date: \_\_\_\_\_

Complainant's Signature

Received by: \_\_\_\_\_ Date: \_\_\_\_\_

Copy Given To: \_\_\_\_\_ Date: \_\_\_\_\_

Authorized: Yes \_\_\_ No \_\_\_ By: \_\_\_\_\_ Date: \_\_\_\_\_

(Sheriff, Undersheriff, Chief Deputy)

Reviewed by Investigations Bureau Chief- \_\_\_\_\_

Date: \_\_\_\_\_

Authorized For:	Adverse Comment:	Handle by Supervisor:	Handle by Supervisor:
<input type="checkbox"/> Pre-Investigation	<input type="checkbox"/> Not Sustained	<input type="checkbox"/> <b>DOC</b>	<input type="checkbox"/> Verbal Counselling
<input type="checkbox"/> <b>PDSA</b>	<input type="checkbox"/> Unfounded	<input type="checkbox"/> Written Reprimand	<input type="checkbox"/> At Supervisors Discretion
<input type="checkbox"/> Divisional IA	<input type="checkbox"/> Exonerated		And Clear As:
<input type="checkbox"/> IA Investigation		For Policy Violation:	<input type="checkbox"/> Not Sustained
<input type="checkbox"/> POBR Memo		<input type="checkbox"/> _____	<input type="checkbox"/> Unfounded
		<input type="checkbox"/> _____	<input type="checkbox"/> Exonerated
		<input type="checkbox"/> _____	
		<input type="checkbox"/> _____	
		<input type="checkbox"/> _____	
		<input type="checkbox"/> _____	

Subject Employee

Signature: \_\_\_\_\_ Date: \_\_\_\_\_



## **I.5 Los Angeles World Airport Police**



<https://www.lawa.org> Complete this form if you would like to submit a complaint or commendation.

**\*Reason:**

Commendation ▼

**\*Name:**

Name

**Cellphone:**

Cellphone

**Homephone:**

Homephone

**Email Address:**

Email address

**Mailing Address:**

Mailing address

**\*Date of Incident (MM/DD/YYYY):**

MM/DD/YYYY

**\*Time Of Incident (HH:MM AM/PM):**

--:-- --

**\*Location Of Incident:**

Location Of Incident

**\*Officer's Name:**

**Summary of Incident:**

Max length 500 characters

**Best Time to Contact (HH:MM AM/PM):**

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I'm not a robot reCAPTCHA  
Privacy - Terms

**Thank you for choosing LAWA!**

**RESET**

**SUBMIT**





## **I.6 Riverside Police Department**



You may also submit a complaint by telephoning the Department at (951) 351-6050 (Watch Commander, 24 hours).



## **I.7 San Francisco Sheriff's Office**



# Office of the Sheriff City and County of San Francisco

## Citizen complaint statement against an employee or Sheriff's Office action

Name: \_\_\_\_\_ Telephone: \_\_\_\_\_  
Last, First, Middle Initial

Address: \_\_\_\_\_  
Street (Apt number if it applies)

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
Ethnicity                      Gender                      Identification #                      Date of Birth

### Incident information

Date of incident: \_\_\_\_/\_\_\_\_/\_\_\_\_ Time: \_\_\_\_\_ Location: \_\_\_\_\_

Were you injured: YES or NO If yes, please describe your injuries: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

When did you seek medical attention? Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Where did you seek medical attention? Physician: \_\_\_\_\_

Name of medical facility: \_\_\_\_\_

### Please circle below:

I am willing to sign a medical records release to assist in the investigation of my complaint.      YES    NO  
I have names of witnesses and will provide them to assist in the investigation.                      YES    NO  
This complaint is against a single member of the San Francisco Sheriff's Office.                      YES    NO  
This complaint is against more than one member of the San Francisco Sheriff's Office.                      YES  
NO

### Complainant's statement:

Please describe the incident, including names, witnesses and other factual supporting information. Use reverse side and attach additional sheets to this form if more space is needed.

\_\_\_\_\_

Complainant's statement continued:

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(STATEMENT CONTINUED ON ATTACHED PAGES) YES NO

**Penal Code 148.6 – False allegation of police conduct (Notice)**

You have the right to make a complaint against a Deputy Sheriff for any improper peace officer conduct. California law requires this agency to have a procedure to investigate citizen's complaints. You have a right to a written description of this procedure. California law requires this agency to have a procedure to investigate citizen's complaints. You have a right to a written description of this procedure. California law requires this agency to have a procedure to investigate citizen's complaints. You have a right to a written description of this procedure. This agency may find after investigation that there is not enough evidence to warrant action on your complaint; even if that is the case, you have the right to make a complaint and have it investigated if you believe an officer behaved improperly. Citizen complaints and any reports or findings relating to complaints must be retained by this agency for at least five years.

It is against the law to make a complaint that you know to be false. If you make a complaint against an officer knowing that it is false, you can be prosecuted on a misdemeanor charge.

\_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
 PRINT NAME: FIRST, LAST SIGNATURE DATE

**SHERIFF'S PERSONNEL TO COMPLETE THE INFORMATION BELOW THIS LINE**

Sheriff's employee who received complaint: \_\_\_\_\_ Star#: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_ Time: \_\_\_\_\_ Facility/Unit: \_\_\_\_\_

Photos: Y N Recorded interview: Y N Medical records release: Y N Assisted with written statement: Y N  
Complainant was able to identify subjects by name or star number at the time of interview: Y N  
Complainant was given a copy of written complaint: Y N



## **I.8 Santa Ana Police Department**



## **SANTA ANA POLICE DEPARTMENT**

### **CITIZEN'S COMPLAINT PROCEDURE AND FORM**

#### **MESSAGE FROM THE CHIEF OF POLICE**

**The Santa Ana Police Department is committed to creating and maintaining a safe, secure, and enjoyable environment for community members and visitors alike. We strive to provide fair, courteous, responsive, and effective service equally to all people while observing each individual's dignity and worth.**

**Therefore, it is the policy of the Santa Ana Police Department to accept and thoroughly investigate all complaints of alleged misconduct by any member of the department. The complaint process has two goals: To correct improper employee conduct and to protect employees from unwarranted criticism when their actions were lawful and justified.**

**The packet will provide you with the necessary information you will need to file a personnel complaint with the department. You can be assured that your complaint will be given our full and complete attention.**

**Should you have any questions about your complaint or the complaint process you are encouraged to contact the Internal Affairs Division at 714-245-8011.**

**David Valentin**  
**CHIEF OF POLICE**



## **SANTA ANA POLICE DEPARTMENT**

### **CITIZEN'S COMPLAINT PROCEDURE AND FORM**

The complaint form, which is the last page of this packet, should be used to file your complaint. You can attach as many additional pages as you need, along with any supporting evidence you might have. A copy of your complaint will either be given to you at the time you file the complaint or by mail. After you complete the complaint form, sign and mail it to the address below, or bring it directly to the Police Department.

#### **MAIL COMPLAINT FORM TO:**

**SANTA ANA POLICE DEPARTMENT – M97  
INTERNAL AFFAIRS DIVISION  
P.O. BOX 1981  
SANTA ANA, CA 92702**

### **SUMMARY OF COMPLAINT PROCESS**

After your complaint has been filed, it is assigned to be investigated. All available witnesses will be contacted, and any physical or other relevant evidence including records, reports, recordings and computer data will be collected and reviewed. You will be personally contacted by the investigating supervisor for an interview.

The completed investigation report is sent to the accused employee's manager for review and recommendation. The final disposition on the case will be made by the Chief of Police. When a complaint is sustained, the Chief will determine and administer appropriate corrective and/or disciplinary action up to, and including, termination.

State law generally requires the complaint investigation to be completed within one year of the Department becoming aware of it; however, the Chief of Police can modify this time frame depending on the complexity and sensitivity of the investigation or due to extenuating circumstances.

After the investigation has been completed and the Chief has made a final decision on the case, you will be notified of the results by mail.

If the employee receives disciplinary action as a result of your complaint, they have a right to appeal. This may include a hearing before the City Personnel Board, and you may be required to appear before the Board as a witness.



## **CITIZEN'S COMPLAINT PROCEDURES**

### **HOW DO I FILE A COMPLAINT?**

We would prefer to talk with you about your complaint in person; however, complaints will be accepted by mail, telephone, or via the Department's internet web page, <http://www.ci.santaana.ca.us/pd/commendationorcomplaint.asp> . Concerns can often be addressed to the complaining party's satisfaction without requiring a formal complaint. You can contact the on-duty Watch Commander at **714-245-8700** to initiate or inquire about filing a complaint.

### **WHO CAN MAKE A COMPLAINT?**

Anyone can file a complaint, if they truly and honestly believe a police employee has acted improperly.

### **WHO INVESTIGATES A CITIZEN'S COMPLAINT?**

Complaints of alleged misconduct are typically investigated by Internal Affairs Division. Their investigation is reviewed by the manager of the involved employee and the Chief of Police.

### **WHAT WILL HAPPEN TO THE EMPLOYEE?**

That will depend on the results of the investigation. If the employee is found to be at fault, the complaint will be SUSTAINED and the appropriate corrective and/or disciplinary action will be taken. If they acted properly, they will be EXONERATED. If the facts show that the complaint is false, the complaint will be UNFOUNDED. In those cases where the department is unable to determine the validity of the complaint and cannot arrive at any other conclusions, the complaint will be NOT SUSTAINED. If the investigation concludes that the involved employee's conduct was not misconduct but rather an issue of department service procedure, the department may revise the applicable policy or procedure.

### **WHAT IS MY COMPLAINT INVOLVES CRIMINAL BEHAVIOR?**

The District Attorney's Office may be consulted on any complaint that alleges criminal conduct on the part of any employee. The District Attorney's Office may conduct an independent criminal investigation while the internal investigation is pending.

### **WILL I BE TOLD OF THE RESULTS OF THE INVESTIGATION?**

YES – At the conclusion of the investigation and review by the Chief of Police, you will be notified of the results by mail as required by law. Due to legal restriction, you will only be given the finding of the investigation of whether your complaint was SUSTAINED, UNFOUNDED, EXONERATED, NOT SUSTAINED, or is one of SERVICE OR PROCEDURE. The department is prohibited by law from revealing specific personnel actions taken against an employee.



## CITIZEN COMPLAINT FORM

NAME \_\_\_\_\_  
 HOME ADDRESS \_\_\_\_\_  
 WORK ADDRESS \_\_\_\_\_  
 HOME PHONE \_\_\_\_\_ WORK PHONE \_\_\_\_\_  
 CELL PHONE \_\_\_\_\_ EMAIL \_\_\_\_\_  
 DATE OF BIRTH \_\_\_\_\_

INVOLVED EMPLOYEE(S) NAME \_\_\_\_\_ ID# \_\_\_\_\_  
 NAME \_\_\_\_\_ ID# \_\_\_\_\_

DESCRIPTION IF NAME IS UNKNOWN \_\_\_\_\_

LOCATION OF OCCURRENCE \_\_\_\_\_

DATE OF OCCURRENCE \_\_\_\_\_ TIME \_\_\_\_\_

DESCRIPTION OF EVENT (USE ADDITIONAL PAGES AS NECESSARY) \_\_\_\_\_

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

You have the right to make a complaint against a police officer for any improper police conduct. California law requires this agency to have a procedure to investigate citizens' complaints. You have a right to a written description of this procedure. This agency may find after investigation that there is not enough evidence to warrant action on your complaint; even if that is the case, you have the right to make the complaint and have it investigated if you believe an officer behaved improperly. Citizen complaints and any reports or findings related to the complaints must be retained by this agency for at least five years.

I have read and understand the above statement, and have presented true and accurate facts.

YOUR SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

<b>OFFICE USE ONLY</b>			
SAPD EMPLOYEE RECEIVING COMPLAINT _____			
DATE _____	TIME _____	COPY OF COMPLAINT GIVEN TO COMPLAINANT: YES NO	

## **I.9 Santa Clara County Sheriff's Office**

## Santa Clara County Office of the Sheriff Internal Affairs Division

*The Santa Clara County Sheriff's Office is responsible for protecting the lives of the citizens of Santa Clara County. Our deputies are highly trained and educated. They serve with professional pride, and they want you, the public, to share the pride.*

*The deputies assigned to Field Operations respond to more than 177,751 calls for service annually. Deputies serve as arbitrators in thousands of cases when they are asked to resolve differences between individuals or groups. Many times the decisions made by the deputies will restrict the freedom and liberty of these persons. Often these decisions materially affect the course of people's lives.*

*We fully realize that our involvement in these complex and often emotionally charged situations may not always result in a level of performance you, the public, have grown to expect. For this reason, the Sheriff's Office has a well-defined procedure for assisting people who wish to voice their grievances against our operations, policies, or employee conduct.*

*All investigations are thorough and objective and are aimed at maintaining public confidence and departmental integrity. The goal is neither to condemn nor to exonerate, but rather to identify and evaluate all the facts surrounding the incident in question.*

*Effect on Criminal Prosecution: The investigation within the Sheriff's Office of the conduct of its' officers and the District Attorney's prosecution of a criminal case are two entirely separate matters. If a person arrested by the Sheriff's Office files a public complaint against those officers, such actions will in no manner affect the prosecutor's independent decision to proceed with the criminal action.*

*Complaint Obligation: A mandatory requirement in the making of a personal complaint against an officer is that it be made as accurately and honestly as possible.*

*Procedure: Every person has the right to lodge a complaint against either the Sheriff's Office or any individual member employed by the department. Complaint forms are available at all Sheriff's Office facilities. While personal contact is desirable, initial complaints may be made by telephone, letter, or the Internet. The attached form should be completed and returned to the Internal Affairs Unit.*

*When a complaint is received, it is forwarded to the office of Internal Affairs Investigations. A thorough investigation will be conducted. Upon completion of the investigation, all findings are directed through divisional supervisors, along with their respective recommendations, to the Sheriff for her final decision.*

*In all cases the person making the complaint is informed of its final disposition to the extent allowed by the law. Although department investigators will exert every effort to uncover the truth of such situations, in those instances where the complainant feels that a proper investigation has not been conducted, the Sheriff's Office urges that person to seek further recourse through any of the outside agencies listed below.*

### **Santa Clara County Sheriff's Office**

55 W. Younger Avenue  
San Jose, CA 95110  
(408) 808-4930  
<https://www.sccgov.org/sites/sheriff/Pages/sheriff.aspx>

### **Santa Clara County District Attorney's Office**

70 W. Hedding Street  
San Jose, CA 95110  
(408) 299-7400  
<https://www.sccgov.org/sites/da/Pages/DA-office-site-home-page.aspx>

### **California Department of Justice**

P.O. Box 944255  
Sacramento, CA 94244  
(916) 322-3360  
<https://oag.ca.gov/contact>

### **Equal Opportunity Department**

2310 North First Street, Suite 101  
San Jose, CA 95131 (408) 993-4840  
[https://www.sccgov.org/sites/esa/departments\\_and\\_programs/equal\\_opportunity/Pages/eod.aspx](https://www.sccgov.org/sites/esa/departments_and_programs/equal_opportunity/Pages/eod.aspx)

### **Federal Bureau of Investigations**

2479 E Bayshore Rd #820  
Palo Alto, CA 94303  
(650) 251-9520  
<https://www.fbi.gov/>

### **U.S. Equal Employment Opportunity Commission**

96 N. Third St., Suite 250  
San Jose, CA 95112  
1-800-669-4000  
<https://www.eeoc.gov/>

### **Santa Clara County Human Relations Commission**

2310 North First Street, Suite 100  
San Jose, CA 95131 (408) 993-4100  
<https://www.sccgov.org/sites/ohr/human%20relations%20commission/Pages/default.aspx>

### **Santa Clara Valley Chapter of the Americans Civil Liberties Union**

P.O. Box 5303  
San Jose CA 95150  
408-462-2581  
<https://www.aclu.org/>

See Phone Directory for Attorneys

**PROFESSIONAL CONDUCT COMPLAINT FORM**

Date Complaint Received: \_\_\_\_\_ Date of Incident: \_\_\_\_\_

Time Complaint Received: \_\_\_\_\_ Time of Incident: \_\_\_\_\_

Location of Incident: \_\_\_\_\_

**INVOLVED EMPLOYEE(S):**

1. \_\_\_\_\_ Badge #: \_\_\_\_\_

2. \_\_\_\_\_ Badge #: \_\_\_\_\_

**COMPLAINANT:**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Alternate Phone: \_\_\_\_\_

**WITNESS:**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Alternate Phone: \_\_\_\_\_

**STATEMENT/DETAILS:** (Provide brief overview of Incident)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Complaint Form and On-Line Form available at: <https://www.sccgov.org/sites/sheriff/Pages/iau.aspx>



## **I.10 Stockton Police Department**

If returning this form in person, we request you contact the on-duty Watch Commander. Your complaint will then either be forwarded to the employee's supervisor for inquiry or to the Professional Standards Section. If your concern stems from an arrest or citation issued, it may not be investigated until the legal matter has been resolved. Questions concerning the complaint process may be directed to the Professional Standards Section, (209) 937-8697.

LAST Name, First, Middle	Home Phone	Work Phone
Address	City/Zip	Cell Phone

Date/Time Incident Occurred	Location of Occurrence	Report/Citation Number
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Police Officer/Employee Name(s)
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Witness Name (LAST, First, Middle)	Address	City/Zip	Phone Number (Home/Work/Cell)
Witness Name (LAST, First, Middle)	Address	City/Zip	Phone Number (Home/Work/Cell)

Give a brief narrative of the events that led to this complaint. You may add additional sheets as necessary.

Are you alleging racial or identity profiling (yes/no):

If you are, please indicate the specific type(s) of profiling alleged (Race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, mental or physical disability):

In cases where it has been clearly shown a complaint was false and filed maliciously against an officer, that officer is entitled to file a civil action for defamation of character, in accordance with Section 47.5 of the Civil Code.

I have read and understand the above statement, which I have made of my own free will, and the facts contained therein are true and correct to the best of my knowledge.

Complainant's Signature X \_\_\_\_\_ Date \_\_\_\_\_

Signature of Parent/Guardian (if complainant is under 18 years of age) \_\_\_\_\_

Complaint Received by	Date
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Mail to: Stockton Police Department, Professional Standards Section, 22 East Weber Avenue, Stockton, CA 95202

Si devuelve este formulario en persona solicitamos que se comunique con el Comandante de Vigilancia. Su queja sera dirigida al supervisor de el empleado para averiguacion o a la Sección de Normas Profesionales para ser investigada. Si la queja es el resultado de un arresto o infracción, es posible que su queja no sea investigada hasta que los procedimientos legales hallan terminado. Preguntas acerca de el procedimiento de quejas pueden ser dirigidas a la Sección de Normas Profesionales, (209)937-8697.

APELLIDO, Primer Nombre	Telefono de Casa	Telefono de Trabajo
Domicilio	Ciudad/Zona Postal	Telefono celular

Fecha/Hora de Ocurrencia	Lugar de Ocurrencia	Numero de Reporte
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Nombre de el Policia/Empleado
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Nombre de el Testigo (APELLIDO, Primer Nombre)	Domicilio	Ciudad/Zona Postal	Telefono (Casa/Trabajo/Cell)
Nombre de el Testigo (APELLIDO, Primer Nombre)	Domicilio	Ciudad/Zona Postal	Telefono (Casa/Trabajo/Cell)

De una breve descripción de los hechos referentes a su queja. Puede agregar hojas adicionales si es necesario.

Esta elegando perfiles de identidad racial? (si/no):

Si estas, por favor indique el tipo especifico de perfil esta elegando (raza, color, origen etnico, origen nacional, edad, religion, genero, identidad o expresion, orientacion sexual, discapacidad fisica o mental):

En casos donde se demuestre claramente que una queja es falsa y a sido hecha maliciosamente en contra de un policia, el policia tiene el derecho de presentar una queja civil por difamacion de persona, de acuerdo a la Sección 47.5 de el Código Civil.

He leído y comprendo esta declaración. Mi declaración escrita contiene hechos que son verdaderos y correctos.

Firma de el Reclamante X \_\_\_\_\_ Fecha \_\_\_\_\_

Firma de un Padre/Tutor (si el reclamante es menor de 18 años) \_\_\_\_\_

Queja fue recibida por	Fecha
------------------------	-------

Por correo mande esta forma a: Stockton Police Department, Professional Standards Section, 22 East Weber Avenue, Stockton, CA 95202

## **I.11 Ventura County Sheriff's Office**

## **VENTURA COUNTY SHERIFF'S OFFICE CITIZEN COMPLAINT PROCEDURE**

Law enforcement personnel often face an almost impossible task. They must enforce the law in a fair and impartial manner and still protect the rights of all parties involved. They come in contact with people under the most stressful circumstances and yet must remain patient and courteous. They must exercise good judgment at all times, though they are often called upon to make split-second decisions. They see the worst sides of life but still are expected to give only their best. Being only human, they make mistakes and may appear to be conducting themselves improperly.

The Ventura County Sheriff's Office has established rules of conduct for its employees and guidelines for appropriate corrective action when those rules are breached. In addition to providing citizens with a procedure to present their complaints, the system protects police employees from false charges and unwarranted criticism.

### The Professional Standards Bureau

A function of the Professional Standards Bureau is to protect the integrity of the Office of the Sheriff and its personnel, both sworn and professional staff. Only through citizen's trust and confidence in their police is effective law enforcement possible.

The investigation of certain minor allegations is handled at the division level by an employee's immediate supervisor. Serious complaints are investigated by the Professional Standards Bureau.

### How to Register a Complaint

While the Sheriff's Office does not actively solicit complaints against its personnel, it encourages any person who believes he or she has a valid complaint to come forward. Only by knowing about internal problems can the Sheriff or his designee deal with them properly.

You may register a complaint in person, by mail, or phone. If you have a complaint, contact the Human Resources Bureau, whose regular office hours are 8:00 a.m. to 5:00 p.m., Monday through Friday. The Human Resources Bureau is located on the first floor of the Pre-Trial Detention Facility building, Ventura County Government Center, 800 S. Victoria Avenue, Ventura, CA 93009, (805) 654-2375. On weekends, holidays or after hours, you may contact us at (805) 654-9511 or you may also print a form from our website at [VenturaSheriff.org](http://VenturaSheriff.org). Complaints may be registered with any member of the Sheriff's Office.

It is necessary that as much specific information as possible be provided about the incident, including time and date of occurrence, location, the employee's name (if you know it), and names of witnesses, if any.

Every complaint of misconduct, regardless of its nature is reviewed for an appropriate level of investigation.

### Investigation of Complaints

The Professional Standards Bureau Commander, acting on behalf of the Sheriff, will assign your complaint to a staff investigator or to the appropriate supervisor in the employee's division through the chain of command. A comprehensive investigation will be conducted.

Upon completion of the investigation of your complaint, it will be reviewed by the Sheriff or his designee, as well as the employee's supervisor. The disposition of your complaint will be determined in one of five ways:

- Unfounded**      The allegation is not supported by the evidence.
- Exonerated**      The incident complained of occurred, but the employee involved acted lawfully and properly.
- Not Sustained**      The investigation did not disclose enough information to either prove or disprove the allegation.
- Sustained**      The allegation is supported by the evidence.
- Abated**      A complaint is deemed to be abated due to lack of merit; the complainant withdraws the complaint or refuses to cooperate with the investigation, and/or there is insufficient evidence or alternative sources of information to pursue the matter further.

If the allegation is sustained against the employee, the Sheriff or a supervisor acting on the Sheriff's behalf will take proper corrective measures. These measure may include additional training, verbal or written reprimand or suspension without pay. In severe cases, the Sheriff may demote an employee or terminate the employee from the Department.

Employees are notified promptly of any action taken against them.

**CALIFORNIA LAW PROHIBITS THE SHERIFF FROM REPORTING BACK TO YOU THE SPECIFICS OF THE INVESTIGATION OR THE EXTENT OF ANY ACTION, WHICH MAY RESULT FROM YOUR COMPLAINT.**

*As Sheriff of Ventura County, it is my responsibility to ensure that my office enforces the law fairly and impartially with respect for each person's dignity. An element of that role is to investigate objectively all Department and citizen complaints as expeditiously as possible. These investigations must be done in order to get to the truth of the matter at hand.*

*-Bill Ayub, Sheriff*

CITIZEN COMPLAINT FORM  
**PLEASE WRITE LEGIBLE**

Complainant's Name: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ Zip: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Witnesses or others involved:

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Date/ time of incident or action: \_\_\_\_\_

Location of incident or action: \_\_\_\_\_

Was a deputy sheriff involved? Yes \_\_\_ No \_\_\_ Can you identify the deputy? Yes \_\_\_ No \_\_\_ Badge number and name, if known: \_\_\_\_\_

1. Is this complaint alleging racial and/or identity profiling? **Yes / No**

2. If yes, what specific type of racial or identity profiling do you allege? (check all boxes that apply)

- |                                                              |                                                      |
|--------------------------------------------------------------|------------------------------------------------------|
| <input type="checkbox"/> Race or Ethnicity (including color) | <input type="checkbox"/> Nationality/National Origin |
| <input type="checkbox"/> Gender                              | <input type="checkbox"/> Age                         |
| <input type="checkbox"/> Religion                            | <input type="checkbox"/> Gender Expression           |
| <input type="checkbox"/> Sexual Orientation                  | <input type="checkbox"/> Mental Disability           |
| <input type="checkbox"/> Physical Disability                 |                                                      |

Please use the back of this form and explain, in your own words the action or inaction that caused this complaint: (attach additional pages, if necessary)

**California Penal Code § 148.6 states:**

**You have the right to make a complaint against a police officer for any improper police conduct. California law requires this agency to have a procedure to investigate citizens' complaints. You have a right to a written description of this procedure. This agency may find after investigation that there is not enough evidence to warrant action on your complaint; even if that is the case, you have the right to make the complaint and have it investigated if you believe an officer behaved improperly. Citizen complaints and any reports or findings relating to complaints must be retained by this agency for at least five years.**

**I HAVE READ AND UNDERSTAND THE ABOVE STATEMENT:**

\_\_\_\_\_  
Signature of Complainant

\_\_\_\_\_  
Date

**FILING A FALSE COMPLAINT AGAINST A PEACE OFFICER MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILITY.** If you file a false complaint against a peace officer alleging misconduct, criminal conduct, or incompetence, you may be sued for defamation under Civil Code section 47.5. If your false complaint alleges criminal conduct, you may also be prosecuted under Penal Code section 148.5.

**VCSO STAFF ONLY: Received by: \_\_\_\_\_ ID # \_\_\_\_\_ DATE: \_\_\_\_\_**

Description of complaint: \_\_\_\_\_

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## **I.12 Berkeley Police Department**

# **Complaint Form**

Berkeley Police Department  
 Internal Affairs Bureau  
 2100 Martin Luther King Jr. Way  
 Berkeley, CA 94704  
 (510) 981-5706

<b>Complainant's name</b>	<b>address</b>	<b>city</b>	<b>zip</b>	<b>phone</b>
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Alternate/work	address	city	zip	phone
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Gender	Race	DOB	e-mail address
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<b>Incident location</b>	<b>date</b>	<b>time</b>
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Division involved (if known)	Employee name / badge (if known)
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**Alleged Violation of Departmental Policy in regards to:**

- |                                                  |                                            |                                   |
|--------------------------------------------------|--------------------------------------------|-----------------------------------|
| 1- Use of Force                                  | 4- Detention Procedure (jail)              | 7- Harassment                     |
| 2- Discourtesy                                   | 5- Investigation Procedures/ Police Report | 8- Police Procedures              |
| 3- Street detention / Search / Seizure<br>Arrest | 6- Discrimination                          | 9- Traffic Citation or Police Tow |
|                                                  |                                            | 10- Other                         |

NOTE: If alleging **discrimination**, please circle one or more of the following: race, nationality, gender, age, religion, gender identity, sexual orientation, mental disability, or physical disability

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Victim (if other than complainant)	address	city	zip	phone
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Witness	address	city	zip	phone
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Witness	address	city	zip	phone
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What was complainant doing at time of incident?

Does complaint involve an arrest?	Person(s) arrested / injured	Case number
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<b>Complaint received by</b>	date	time	in person	by phone	by mail	other
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**Have complainant submit own hand-written account of incident on reverse side >>>>>**

**Complainant Statement**

Please prepare a synopsis of your complaint with as much detail as possible. A sergeant with the Internal Affairs Bureau will contact you to schedule an interview in which a more complete statement will be taken. *If your complaint is more than 30 days from the date of incident upon which the complaint is based, please explain in your synopsis the circumstances that caused a delay in filing.*

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Your signature below indicates that the statement you are making is true and accurate to the best of your knowledge.

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Complainant Date

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Witness Date

## **I.13 Culver City Police Department**



# Culver City Police Department Personnel Complaint Report



File Number: \_\_\_\_\_

Date & Time of Occurrence	Location of Occurrence	Date & Time Reported to Police		
Name of Complaint	Res. Address	Phone	Age	Sex
Business Name	Bus. Address	Phone		
Witness (Name)	Res. Address	Phone	Age	Sex
Witness (Name)	Res. Address	Phone	Age	Sex
Name of Officer(s) - (if known)	Description of Officers	Badge #	Uniformed? YES <input type="checkbox"/> NO <input type="checkbox"/>	
Name of Officer(s) - (if known)	Description of Officers	Badge #	Uniformed? YES <input type="checkbox"/> NO <input type="checkbox"/>	

**You have the right to make a complaint against a Police Officer for any improper police conduct. California law requires this agency to have procedures to investigate citizen's complaints. You have a right to a written description of this procedure.**

**This agency may find after investigation that there is not enough evidence to warrant action on your complaint; even if that is the case, you have the right to make the complaint and have it investigated if you believe an officer behaved improperly.**

**Citizen complaints and any reports or findings relating to complaints must be retained by this agency for at least five years.**

**I have read and understood the above statement.**

\_\_\_\_\_   
 Complainant Signature

\_\_\_\_\_   
 Date

**Describe details of occurrence:**

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Use the backside of this form or attach additional notes if necessary



## **I.14 Davis Police Department**

# Davis Police Department

## MAKING AN INQUIRY OR COMPLAINT

The information on this form can be provided in languages other than English. If you need this information in another language, need translations services, or need any other assistance because of a disability, please contact the on-duty Watch Commander.

The public's trust, confidence and support are vital to successful police service. The public is entitled to have ready access to supervisors and the police administration that is sworn to serve them, and have them respond to any grievances or complaints regarding any member of the Davis Police Department. This access will help foster public understanding of police procedures and aid in the detection or correction of improper or undesirable practices or behavior by members of the Davis Police Department.

Pursuant to section 832.5 of the Penal Code, the Davis Police Department has adopted a policy that provides a fair, orderly and uniformly applied process for receiving, investigating, and resolving complaints of alleged police misconduct.

Complaints against members of the Davis Police Department may be filed in a variety of ways, including;

- By filling out this form and submitting it either in person or by mail to the Davis Police Department located at 2600 Fifth St. Davis, CA 95618.
- By filling out this form and submitting it either in person or by mail to the City Manager's Office located at City Hall, 23 Russell Blvd Davis, CA 95616.
- By speaking directly to a Davis Police Department supervisor either in person or by telephone (530) 747-5400.
- By sending an email to the police department at [policeweb@cityofdavis.org](mailto:policeweb@cityofdavis.org) or the city manager at [CMOWeb@cityofdavis.org](mailto:CMOWeb@cityofdavis.org).
- By directly contacting the Independent Police Auditor by phone or email (information can be located at [www.davispd.org](http://www.davispd.org)).

Filling out a complaint form is not a requirement for making a complaint. All complaints, from any source, in any language, whether in writing or verbally received, no matter how received by the police department, will be reviewed.

Although a person is not required to speak to anyone at the police department prior to making a complaint, if your inquiry or complaint is specifically about a member of the Davis Police Department, we encourage you to speak directly to that employee's immediate supervisor. If that supervisor is not available, you may ask for the on-duty Watch Commander. Any police supervisor may accept an initial inquiry or a formal complaint directed against personnel, policies or procedures.

If your inquiry or complaint appears to be based on a misunderstanding or lack of knowledge of acceptable or desired conduct, policies and procedures, the supervisor may offer an explanation and attempt to resolve the situation without a formal investigation. If you are not satisfied with an explanation of acceptable and desirable conduct, policies or procedures, a formal complaint may be filed and it will be referred to the Office of the Police Chief.



Some types of complaints may be addressed through the Community - Police Alternative Conflict Resolution (ACR) Program process - a voluntary restorative process designed to resolve the complaint through face-to-face conversation with a member of the Davis Police Department. If you are interested in participating in the ACR Pilot Program, please indicate this below. Information regarding the ACR can be found at the front counter of the police department or online at <http://cityofdavis.org/city-hall/police-department/alternative-conflict-resolution-acr-pilot-program>.

If you make a formal complaint, it will be thoroughly investigated by an assigned supervisor. The investigation will usually include a review of all applicable reports, examination of any evidence, review of any video or audio footage and interviews with all parties and witnesses. A simple inquiry might take several days to complete, while a complex investigation might take two or three months or more to investigate and review.

The Office of the Police Chief reviews every complaint. If the Police Chief determines that an employee violated department policies or procedures, appropriate corrective action is taken. The Police Chief's review will also include looking for ways to improve policies, procedures, training, and service.

### FINDINGS

You will receive written notification of the findings of any formal complaint. The possible findings are:

- a. **Unfounded** –The investigation clearly established that the allegation is not true.
- b. **Not Sustained** –The investigation failed to disclose sufficient evidence to clearly prove or disprove the allegation in the complaint.
- c. **Sustained** –The investigation disclosed sufficient evidence to prove the truth of allegation in the complaint by the preponderance of evidence.
- d. **Exonerated** –The investigation clearly established that the actions of the personnel that formed the basis of the complaint are not a violation of law or agency policy.
- e. **Frivolous** –Means totally and completely without merit or for the sole purpose of harassing an opposing party.
- f. **Alternative Conflict Resolution** –The complaint is resolved in accordance with the ACR Program.

If the complaint is sustained, meaning there was wrong doing, the Police Chief will determine whether the employee will be disciplined and/or receive additional training. Discipline may include: reprimand, suspension, demotion or termination. State law does not allow the release of the specific action taken against a public safety employee.

Although we cannot guarantee you will be satisfied with the results of the investigation, we do guarantee that your complaint will be investigated thoroughly and fairly.

Sincerely,

*Darren Pytel*  
Darren Pytel  
Police Chief

YOU HAVE THE RIGHT TO MAKE A COMPLAINT AGAINST A POLICE OFFICER FOR ANY IMPROPER POLICE CONDUCT. CALIFORNIA LAW REQUIRES THIS AGENCY TO HAVE A PROCEDURE TO INVESTIGATE CIVILIANS' COMPLAINTS. YOU HAVE A RIGHT TO A WRITTEN DESCRIPTION OF THIS PROCEDURE. THIS AGENCY MAY FIND AFTER INVESTIGATION THAT THERE IS NOT ENOUGH EVIDENCE TO WARRANT ACTION ON YOUR COMPLAINT; EVEN IF THAT IS THE CASE, YOU HAVE THE RIGHT TO MAKE THE COMPLAINT AND HAVE IT INVESTIGATED IF YOU BELIEVE AN OFFICER BEHAVED IMPROPERLY. CIVILIAN COMPLAINTS AND ANY REPORTS OR FINDINGS RELATING TO COMPLAINTS MUST BE RETAINED BY THIS AGENCY FOR AT LEAST FIVE YEARS.

Your Name \_\_\_\_\_ Todays Date \_\_\_\_\_

Home Address \_\_\_\_\_ Phone # ( ) \_\_\_\_\_

\_\_\_\_\_ Cell # ( ) \_\_\_\_\_

Email \_\_\_\_\_

Date/Time of Incident \_\_\_\_\_ Location of Incident \_\_\_\_\_

Name(s) of Member(s) of the Davis Police Department Involved (if known)

\_\_\_\_\_  
\_\_\_\_\_

Name(s) of Witness(s) 1. \_\_\_\_\_ 2. \_\_\_\_\_

Address \_\_\_\_\_

Phone ( ) \_\_\_\_\_ ( ) \_\_\_\_\_

Additional witness information attached.

Did you speak to a supervisor at the police department regarding the incident? Circle One  
YES NO

Would you like to speak to a supervisor prior to making a formal complaint? YES NO

Would you be interested in hearing more about or possibly using the Alternative Complaint Resolution process? YES NO

If you've already spoken to a supervisor, name of supervisor: \_\_\_\_\_



Lined area for handwritten text.

**Signed**

\_\_\_\_\_

**Additional documents attached**

**DO NOT WRITE BELOW THIS LINE-FOR DEPARTMENT USE ONLY**

**Supervisor's Comments:**

\_\_\_\_\_

**Name of Supervisor/Member Receiving Complaint:** \_\_\_\_\_

**Copy to Complainant?** YES NO **Date** \_\_\_\_\_ **Employee** \_\_\_\_\_

**Forwarded to Office of Police Chief** **Date** \_\_\_\_\_ **Employee** \_\_\_\_\_

## **I.15 Petaluma Police Department**

## PERSONNEL COMPLAINTS

All Police Departments of the State of California are required by law to have a process by which citizens may make a complaint against police personnel. The information in this pamphlet will assist anyone who has occasion to make a complaint against any member of the Petaluma Police Department.

### **What is a Civilian's Complaint?**

There are two types of complaints. The first is an informal complaint. This complaint is normally handled by the employee's supervisor for minor transgressions.

The second type of complaint is the formal complaint. This is for more serious types of transgressions. The formal complaint is lodged with the employee's supervisor or Watch Commander.

### **Who Can Make a Complaint?**

A personnel complaint may be made by anyone. However if the complainant is under the age of 18 years, we require an adult accompany the complainant.

## COMMENDATIONS

Everyone enjoys receiving recognition for their efforts. Commendations, either verbal or written, are one of the best ways to let someone know that you appreciate their hard work. A commendation for an employee of the Police Department is most often sent to the Chief of Police. You may also advise the employee's supervisor or Watch Commander. Your comments can be made in person, by telephone or by using this brochure.

A commendation may address any event that you deem noteworthy on the part of an employee whom you believe should be recognized. This may range from the display of unusual courtesy or professionalism, to significant life-saving measures or heroic acts.

Commendations are formally documented and shared with the affected employees.



From:

# CITY OF PETALUMA POLICE DEPARTMENT



To: CHIEF OF POLICE  
Petaluma Police Dept.  
969 Petaluma Blvd. No.  
Petaluma, Ca. 94952

CIVILIAN COMMENDATION

AND

COMPLAINT PROCEDURE

OFFICE OF THE CHIEF OF POLICE

U.S.  
POSTAGE

**How Can a Personnel Complaint be Made?**

A complaint may be made by telephone, by mail or in person. The complaint may be made at the Police Department or another mutually convenient location. The department is primarily interested in learning of your concerns about police professionalism or need for improvement in our delivery of services.

**When Can a Complaint be Made?**

A complaint may be made at any time. After normal business hours, a personnel complaint may be made with any supervisor, the on-duty Watch Commander, or by calling (707) 778-4372.

**What Happens After I File a Complaint?**

The complaint is received, reviewed and assigned to an investigator to look into the matter. If the investigator is able to resolve the complaint after examining all the facts and circumstances, you will be notified.

If the complaint requires further review, it will be forwarded to a Police Lieutenant for a formal recommendation, and the Chief of Police for a final determination. You will be notified in writing as to the disposition of the complaint.

**PETALUMA POLICE DEPARTMENT CITIZENS REPORT FORM**

Please print or type       Complaint       Commendation      (Attach summary on additional paper)

Name: \_\_\_\_\_  
Home Address: \_\_\_\_\_  
Home Phone: (    )      Business Phone: (    )  
Gender:     Male     Female      Date of Birth:    /    /  
Where did this incident occur: \_\_\_\_\_  
Name of employees involved: \_\_\_\_\_

**Name, address and telephone number of any persons who may have observed or have direct knowledge of the incident.**

Name: \_\_\_\_\_ Phone: (    )  
Address: \_\_\_\_\_  
Name: \_\_\_\_\_ Phone: (    )  
Address: \_\_\_\_\_

**REPORTS OF POLICE MISCONDUCT**

You have the right to make a complaint against a police officer for any improper police conduct. California law requires this agency to have a procedure to investigate civilian’s complaints. You have the right to a written description of this procedure. This agency may find after the investigation that there is not enough evidence to warrant action on your complaint; even if this is the case, you have the right to make a complaint and have it investigated if you believe the officer behaved improperly. Civilian complaints and any reports or findings relating to complaints must be retained by this agency for at least five years.

Complainant Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Will I Have to Testify if I Make a Complaint?**

A complainant does not normally have to testify in any formal hearing. During the investigation you, along with all witnesses, will be questioned concerning the incident. It is essential to any investigation to ask all pertinent questions and obtain factual information. Once an investigation is concluded, a disposition will be determined.

Employees of the City of Petaluma have the right to appeal any discipline recommended or imposed. In some cases, these appeals may be heard by the City of Petaluma Personnel Board, which is comprised of three citizens from the community. You may have to testify at such a hearing.

If you have a complaint and you are unsure how to proceed, a telephone call to any on-duty Watch Commander will provide you with the options available.



## **I.16 Rohnert Park Police Department**



## PERSONNEL COMPLAINTS

All police departments in the State of California are required by law to have a process by which any person may make a complaint against police personnel. The information in this pamphlet will assist anyone who has occasion to make a complaint against any member of the Rohnert Park Department of Public Safety. Here are some of the questions we frequently encounter regarding our complaint procedures and processes.

### WHAT IS A PERSONNEL COMPLAINT?

There are two types of personnel complaints. The first is an informal complaint. This complaint is normally handled by the employee's supervisor for minor transgressions and is brought to the employee's attention by the supervisor.

The second type of complaint is a formal complaint. This is for more serious types of transgressions. The formal complaint is lodged with the employee's supervisor, Watch Commander, Division Commander or Director of Public Safety.

### WHO CAN MAKE A COMPLAINT?

A personnel complaint may be made by anyone. However, if the complainant is under the age of 18, we require that the complainant be accompanied by a parent or an adult.

DIRECTOR OF PUBLIC SAFETY  
ROHNERT PARK DEPARTMENT OF PUBLIC SAFETY  
500 CITY CENTER DRIVE  
ROHNERT PARK, CA 94928

PLEASE  
PLACE  
STAMP  
HERE

# CITY OF ROHNERT PARK DEPARTMENT OF PUBLIC SAFETY



## COMMENDATION & COMPLAINT PROCEDURE

**TIM MATTOS**  
DIRECTOR OF PUBLIC SAFETY

## COMMENDATIONS

Everyone enjoys receiving recognition for their efforts. Commendations, either verbal or written, are one of the best ways to let someone know that you appreciate their work. A commendation for an employee of the Rohnert Park Department of Public Safety is most often sent to the Director of Public Safety. You may also advise the employee's supervisor or Watch Commander. Your comments can be made in person, by telephone or using the form in this brochure.

A commendation may address any event that you deem noteworthy on the part of an employee whom you believe should be recognized. This may range from the display of unusual courtesy or compassion to significant life-saving measures or heroic acts. We are interested in hearing about your observations of any commendable act of behavior. All commendations are formally documented and the affected employees will be notified.

A commendation takes only a few minutes to write or communicate. It can go a long way to let the personnel of the Rohnert Park Department of Public Safety know how you feel about them and their service.

To submit a commendation, use this form or send your letter to:

**Director of Public Safety**  
**Rohnert Park Department of Public Safety**  
500 City Center Drive  
Rohnert Park, CA 94928

**HOW DO I MAKE A COMPLAINT?**

A complaint may be made by telephone, by mail, or in person, at the public safety department, or another mutually convenient location. The department is primarily interested in learning of your concerns about conduct or a need for improvement in our delivery of services.

**WHEN CAN A COMPLAINT BE MADE?**

A complaint may be made 24 hours a day. After normal business hours, a personnel complaint may be registered with any supervisor or the on-duty Watch Commander by calling 584-2600.

**WHAT HAPPENS AFTER I FILE A COMPLAINT?**

The complaint is received, reviewed and assigned to a supervisor for further investigation. If the supervisor is able to resolve the complaint after examining all the facts and circumstances, you will be notified.

If the complaint requires further review, it will be forwarded to a Division Commander for a formal recommendation and then to the Director of Public Safety for a final determination. You will be notified in writing concerning the disposition.

No complaint shall be investigated until a supervisor contacts the complainant in person or by telephone to determine if a formal complaint is warranted.

<b>ROHNERT PARK DEPARTMENT OF PUBLIC SAFETY</b>		<input type="checkbox"/> Commendation
<b>Commendation / Complaint Form</b>		<input type="checkbox"/> Complaint
Your name: _____		
Home address: _____		
Home phone: _____		Cell phone: _____
Sex: _____	Age: _____	Date of birth: _____
Date of incident: _____		Time of incident: _____
Name/badge # of employee(s) involved: _____		
<b>PLEASE PROVIDE THE NAMES, ADDRESSES, AND TELEPHONE NUMBERS OF ANY PERSONS WHO MAY HAVE OBSERVED OR HAVE DIRECT KNOWLEDGE OF THIS INCIDENT.</b>		
Name: _____		Phone: _____
Address: _____		
Name: _____		Phone: _____
Address: _____		
<b>REPORTS OF POLICE MISCONDUCT</b>		
<p>You have the right to make a complaint against a police officer for any improper police conduct. California law requires this agency to have a procedure to investigate complaints. You have a right to a written description of this procedure. This agency may find after investigation that there is not enough evidence to warrant action on your complaint; even if this is the case, you have the right to make the complaint and have it investigated if you believe an officer behaved improperly. Complaints and any reports or findings relating to complaints must be retained by this agency for at least five years.</p>		
Signature: _____		Date: _____
<b>DESCRIPTION OF INCIDENT</b>		

**DESCRIPTION OF INCIDENT (continued)**

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(Continue narrative on additional pages, if needed)

**WILL I HAVE TO TESTIFY IF I MAKE A COMPLAINT?**

A complainant does not normally have to testify in any formal hearing. During the investigation you along with all witnesses, will be interviewed concerning the incident. The interviews will be tape recorded. It is essential to any investigation to ask all pertinent questions and obtain factual information. Once an investigation is concluded, a disposition will be determined.

Employees of the City of Rohnert Park have the right to appeal any discipline recommended or imposed. This appeal process is in accordance with Government Code Section 3300, also called The Peace Officers Procedural Bill of Rights Act.

**If you have any further questions, call the Rohnert Park Department of Public Safety Administration at 707-584-2650**

## **I.17 Santa Rosa Police Department**

## Citizen Complaints

All police departments in the State of California are required by law to have a process by which a citizen may make a complaint against police personnel. The information in this brochure will assist anyone who has occasion to make a complaint against any member of the Santa Rosa Police Department. Here are some of the questions we frequently encounter regarding our complaint procedures and processes.

### What is a Citizen's Complaint?

A complaint is an allegation that an employee violated a policy, procedure, rule, regulation or law. Dependent upon the nature of the allegation in the complaint, it may be handled informally by the employee's supervisor. In the case of more serious types of allegations a formal complaint may be lodged with the employee's supervisor, Commander, or Chief of Police.

The Santa Rosa Police Department is committed to providing quality service to the community and welcomes feedback, including critical comments about employee performance. All complaints are given serious consideration and are forwarded to the employee's supervisor for follow-up.

### Who Can Make a Complaint?

A citizen complaint may be made by anyone. However, if the complainant is under the age of 18, we require that the complainant be accompanied by a parent or an adult.

## Commendations

Everyone enjoys receiving recognition for their efforts. Commendations, either verbal or written, are one of the best ways to let someone know you appreciate their work. A commendation for an employee of the Santa Rosa Police Department is most often sent to the Chief of Police. You may also advise the employee's supervisor or Commander. Your comments can be made in person, by telephone or using the form in this brochure.

A commendation may address any event that you deem noteworthy on the part of an employee whom you believe should be recognized. This may range from the display of unusual courtesy or compassion to significant life-saving measures or heroic acts. We are interested in hearing about your observations of any commendable act or behavior.

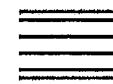
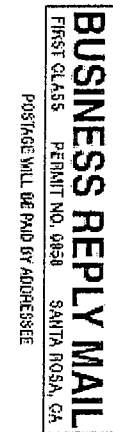
All commendations are formally documented and the affected employees will be notified.

A commendation takes only a few minutes to write or communicate. It can go a long way to let the personnel of the Santa Rosa Police Department know how you feel about them and their service. Use this form to send your letter to:

Chief of Police  
Santa Rosa Police Department  
965 Sonoma Avenue  
Santa Rosa, CA 95404

|||||

CITY OF SANTA ROSA POLICE DEPARTMENT  
PO BOX 1678  
SANTA ROSA CA 95402-1678

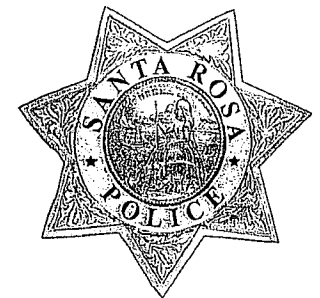


From: \_\_\_\_\_



## City of Santa Rosa Police Department

### Citizen Commendation And Complaint Procedure



## How Can a Citizen Complaint be Made?

A complaint may be made by telephone, mail, or in person. The complaint may be made at the Police Department, or another mutually convenient location. The Department is primarily interested in learning of your concerns about police conduct or a need for improvement in the delivery of services.

## When Can a Complaint be Made?

A complaint may be made 24 hours a day. After normal business hours, a citizen complaint may be registered with any supervisor or the on-duty watch commander, or by calling 543-3600.

We invite citizens to bring their concerns regarding police practices and services to our attention. If you have a complaint and are not sure how to proceed, a telephone call to any on-duty watch commander will provide you the options available.

If you have any further questions, call the Chief's Office at 543-3559.

<b>Santa Rosa Police Department Complaint/Commendation Form</b>	
<input type="checkbox"/> Complaint	<input type="checkbox"/> Commendation
<i>Please Print or Type</i>	
Your Name:	
Home Address (City, State, Zip):	
Home Telephone:	Business Telephone:
Sex:	Age:
Date of Birth:	
Where did this incident occur?	
Date of incident:	Time of incident:
Name/Badge Number of employee/s involved:	
<i>Please provide the names, addresses, and telephone numbers of any persons who may have observed or have direct knowledge of this incident:</i>	
Name:	
Address & Telephone:	
Name:	
Address & Telephone:	
Name:	
Address & Telephone:	
<b>Reports of Police Misconduct</b>	
<p>You have the right to make a complaint against a police officer for any improper police conduct. California law requires this agency to have a procedure to investigate citizens' complaints. You have a right to a written description of this procedure. This agency may find after investigation that there is not enough evidence to warrant action on your complaint; even if this is the case, you have the right to make the complaint and have it investigated if you believe an officer behaved improperly. Citizen complaints and any report or findings relating to complaints must be retained by this agency for at least five years.</p>	
I read and understood the above statement. Complainant Signature: _____	
<b>Statement</b>	
<i>(Start the narrative on additional pages. Include description of incident.)</i>	

## Will I Have to Testify if I Make a Complaint?

A complainant does not normally have to testify in any formal hearing. During the investigation you, along with all witnesses, may be questioned concerning the incident. It is essential to any investigation to ask all pertinent questions and obtain factual information. Once an investigation is concluded, a disposition will be determined.

Employees of the City of Santa Rosa have the right to appeal any discipline recommended or imposed. In some cases, these appeals may be heard by a personnel board comprised of five citizens from the community. You may be asked to testify at such a hearing.

## What Happens After I File a Complaint?

The complaint is received, reviewed and assigned to a supervisor for further investigation. If the supervisor is able to resolve the complaint after examining all the facts and circumstances, you will be notified.

If the complaint requires further review, it will be forwarded to a Division Commander for a formal recommendation and then to the Chief of Police for a final determination. You will be notified in writing concerning the disposition of the complaint.

## **I.18 Sonoma County Sheriff's Office**

### **What Happens After I File A Complaint?**

The complaint is received, reviewed, and assigned for further investigation. You may be contacted by the investigator for an interview, if needed. Once the investigation is completed, you will be notified of the final determination as follows:

Sustained: Investigation has shown sufficient evidence to prove the truth of the allegation by the preponderance of evidence.

Inconclusive: Investigation failed to show sufficient evidence to clearly prove or disprove the allegation.

Exonerated: Investigation clearly established the actions of the personnel that formed the basis of the complaint are within policy and the law.

Unfounded: Investigation clearly established that the allegation is not true.

### **Will I Have to Testify if I Make a Complaint?**

A complainant does not normally have to testify in any formal hearing. During the investigation you, along with witnesses, may be questioned concerning the incident. It is essential to any investigation to ask all pertinent questions and obtain factual information. Once an investigation is concluded, a disposition will be determined. Members of the Sonoma County Sheriff's Office have the right to appeal any discipline recommended or imposed. In some cases these appeals may be heard by the Sonoma County Civil Service Commission. You may be asked to testify at such a hearing.

### **What Happens If I File A False Criminal Complaint?**

We invite people to bring their concerns regarding law enforcement practices and services to our attention. However, anyone who alleges a crime was committed and reports that to a peace officer, knowing the report to be false, could be charged with a misdemeanor.

**Sheriff Mark Essick**  
**Sonoma County Sheriff's Office**  
**2796 Ventura Avenue**  
**Santa Rosa, CA 95403**

# SONOMA COUNTY SHERIFF'S OFFICE



## COMPLAINT PROCEDURE

Mark Essick  
Sheriff-Coroner

### **Complaints**

Thank You for taking the time to provide your feedback about our employees. Our Office is constantly striving to provide outstanding customer service to our community. We welcome and appreciate your feedback.

All Sheriff's Offices in the State of California are required by law to have a process by which a citizen may make a complaint against Sheriff's members.

**Sonoma County Sheriff's Office will not tolerate any intimidation or retaliatory action against any person who files a complaint against a member of this office.**

### **How Can A Complaint Be Made?**

A complaint can be made by telephone, by mail, or in person. The complaint can be made at the Sonoma County Sheriff's Office, another mutually convenient location, or the Independent Office of Law Enforcement Review and Outreach (IOLERO). The Sheriff's Office is primarily interested in learning of your concerns about law enforcement conduct or a need for improvement in our delivery of services.

### **Who Can Make a Complaint?**

A complaint may be made by anyone. However, if the complainant is under the age of 18, we ask that the complainant be accompanied by a parent or an adult if made in person or the complaint form signed by a parent or adult if submitted in writing.

### **When Can A Complaint Be Made?**

A complaint can be made with this office 24 hours a day. After normal business hours, a complaint may be registered with any supervisor or the on-duty Watch

Racial and Identity Profiling Advisory Board Annual Report 2021 Appendices

Commander, or by calling (707) 565-26502.97

**From:**  
STAMP

**To:**





## **I.19 Sonoma State University Police Department**



## COVID-19 Update at Sonoma State Police Department

Sonoma State Police Department remains on campus. Our team patrols twenty-four hours a day, seven days a week. Currently, the police department remains closed to the public but our staff is ready to help you during business hours. Contact [police@sonoma.edu](mailto:police@sonoma.edu) or call (707) 664-4444 to reach our staff.

## Citizen Commendation or Complaint Form

### Submitting a Commendation or Complaint

Sonoma State Police believes in transparency and fostering a sense of community with faculty, staff, students, and community members in our current policing practices. UPD is guided by federal, state, systemwide, and campus programs and policies. Our online web form allows the community to submit a commendation or complaint directly to the Sonoma State Police Department. Please complete with as many details as possible. If you have any questions, please do not hesitate to contact Sonoma State Police [leadership](https://police.sonoma.edu/about/departement-leadership) (<https://police.sonoma.edu/about/departement-leadership>).

### Investigation of Complaints

After your complaint is filed, a Sonoma State Police Employee, assigned by the Chief of Police, will promptly gather all available information pertinent to each allegation of misconduct in the complaint. The final disposition of the case will be made by the Chief of Police. You will be notified by letter, at the conclusion of the investigation. If a complaint is found to be sustained, the Chief of Police will determine and administer the appropriate corrective action.

## Citizen Commendation or Complaint Form

Name

(First, Middle, Last)

Date of Birth

Address

(Street/City/State/Zip)

Phone

Witness Information

- [Witness Information](#) \_\_\_\_\_
- [Witness Information](#) \_\_\_\_\_

Information about the Event

Is this a:

- Commendation
- Complaint

Location of Incident

Date

Time

**Officer Involved**

(Name)

**Badge Number**

**Car Number**

**Policy and Procedure Explained**

- Yes
- No

**Description of Event**

**CAPTCHA**

This question is for testing whether or not you are a human visitor and to prevent automated spam submissions.

 I'm not a robot  
reCAPTCHA  
Privacy - Terms

Submit



## **I.20 Sonoma County Junior College District Police Department**

## Personnel Complaints

### 1009.1 PURPOSE AND SCOPE

This policy provides guidelines for the reporting, investigation and disposition of complaints regarding the conduct of members of the Sonoma County Junior College District Police Department. This policy shall not apply to any questioning, counseling, instruction, informal verbal admonishment or other routine or unplanned contact of a member in the normal course of duty, by a supervisor or any other member, nor shall this policy apply to a criminal investigation.

Adopted 12-15-16 by Chief Lorenzo Duenas

### 1009.2 POLICY

The Sonoma County Junior College District Police Department takes seriously all complaints regarding the service provided by the Department and the conduct of its members.

The Department will accept and address all complaints of misconduct in accordance with this policy and applicable federal, state and local law, municipal and county rules and the requirements of any collective bargaining agreements.

It is also the policy of this department to ensure that the community can report misconduct without concern for reprisal or retaliation.

### 1009.3 PERSONNEL COMPLAINTS

Personnel complaints include any allegation of misconduct or improper job performance that, if true, would constitute a violation of department policy or of federal, state or local law, policy or rule. Personnel complaints may be generated internally or by the public.

Inquiries about conduct or performance that, if true, would not violate department policy or federal, state or local law, policy or rule may be handled informally by a supervisor and shall not be considered a personnel complaint. Such inquiries generally include clarification regarding policy, procedures or the response to specific incidents by the Department.

#### 1009.3.1 COMPLAINT CLASSIFICATIONS

Personnel complaints shall be classified in one of the following categories:

##### **Informal -**

A matter in which the complaining party is satisfied that appropriate action has been taken by a department supervisor of rank greater than the accused employee. Informal complaints need not be documented on a personnel complaint form and the responsible supervisor shall have the discretion to handle the complaint in any manner consistent with this policy.

##### **Formal -**

A matter in which the complaining party requests further investigation or which a department supervisor determines that further action is warranted. Such complaints may be investigated by



# Sonoma County Junior College District Police Department

Sonoma County Junior College District PD Policy Manual

## *Personnel Complaints*

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a department supervisor of rank greater than the accused employee or assigned for investigation as deemed appropriate by the Chief of Police, depending on the seriousness and complexity of the investigation.

**Incomplete** - A matter in which the complaining party either refuses to cooperate or becomes unavailable after diligent follow-up investigation. At the discretion of the assigned supervisor, Lieutenant or the Chief of Police, such matters may be further investigated depending on the seriousness of the complaint and the availability of sufficient information.

### 1009.3.2 SOURCES OF COMPLAINTS

The following applies to the source of complaints:

- (a) Individuals from the public may make complaints in any form, including in writing, by email, in person or by telephone.
- (b) Any department member becoming aware of alleged misconduct shall immediately notify a supervisor.
- (c) Supervisors shall initiate a complaint based upon observed misconduct or receipt from any source alleging misconduct that, if true, could result in disciplinary action.
- (d) Anonymous and third-party complaints should be accepted and investigated to the extent that sufficient information is provided.
- (e) Tort claims and lawsuits may generate a personnel complaint.

### 1009.4 AVAILABILITY AND ACCEPTANCE OF COMPLAINTS

#### 1009.4.1 COMPLAINT FORMS

Personnel complaint forms will be maintained in a clearly visible location in the public area of the police facility and be accessible through the department website. Forms may also be available at other District facilities.

Personnel complaint forms in languages other than English may also be provided, as determined necessary or practicable.

#### 1009.4.2 ACCEPTANCE

All complaints will be courteously accepted by any department member and promptly given to the appropriate supervisor. Although written complaints are preferred, a complaint may also be filed orally, either in person or by telephone. Such complaints will be directed to a supervisor. If a supervisor is not immediately available to take an oral complaint, the receiving member shall obtain contact information sufficient for the supervisor to contact the complainant. The supervisor, upon contact with the complainant, shall complete and submit a complaint form as appropriate.

Although not required, complainants should be encouraged to file complaints in person so that proper identification, signatures, photographs or physical evidence may be obtained as necessary.

If requested, a complainant shall be provided with a copy of his/her statement at the time it is filed with the Department (Penal Code § 832.7).

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### **1009.5 DOCUMENTATION**

Supervisors shall ensure that all formal and informal complaints are documented on a complaint form. The supervisor shall ensure that the nature of the complaint is defined as clearly as possible.

All complaints and inquiries should also be documented in a log that records and tracks complaints. The log shall include the nature of the complaint and the actions taken to address the complaint. On an annual basis, the Department should audit the log and send an audit report to the Chief of Police or the authorized designee.

### **1009.6 ADMINISTRATIVE INVESTIGATIONS**

Allegations of misconduct will be administratively investigated as follows

#### **1009.6.1 SUPERVISOR RESPONSIBILITIES**

In general, the primary responsibility for the investigation of a personnel complaint shall rest with the member's immediate supervisor, unless the supervisor is the complainant, or the supervisor is the ultimate decision-maker regarding disciplinary action or has any personal involvement regarding the alleged misconduct. The Chief of Police or the authorized designee may direct that another supervisor investigate any complaint.

A supervisor who becomes aware of alleged misconduct shall take reasonable steps to prevent aggravation of the situation.

The responsibilities of supervisors include, but are not limited to:

- (a) Ensuring that upon receiving or initiating any formal complaint, a complaint form is completed.
  - 1. The original complaint form will be directed to the Watch Commander of the accused member, via the chain of command, who will take appropriate action and/or determine who will have responsibility for the investigation.
  - 2. In circumstances where the integrity of the investigation could be jeopardized by reducing the complaint to writing or where the confidentiality of a complainant is at issue, a supervisor shall orally report the matter to the Chief of Police, who will initiate appropriate action.
- (b) Responding to all complaints in a courteous and professional manner.
- (c) Resolving those personnel complaints that can be resolved immediately.
  - 1. Follow-up contact with the complainant should be made within 24 hours of the Department receiving the complaint.
  - 2. If the matter is resolved and no further action is required, the supervisor will note the resolution on a complaint form and forward the form to the Watch Commander.
- (d) Ensuring that upon receipt of a complaint involving allegations of a potentially serious nature, the Watch Commander and Chief of Police are notified via the chain of command as soon as practicable.

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- (e) Promptly contacting the Department of Human Resources and the Watch Commander for direction regarding their roles in addressing a complaint that relates to sexual, racial, ethnic or other forms of prohibited harassment or discrimination.
- (f) Forwarding unresolved personnel complaints to the Watch Commander, who will determine whether to contact the complainant or assign the complaint for investigation.
- (g) Informing the complainant of the investigator's name and the complaint number within three days after assignment.
- (h) Investigating a complaint as follows:
  - 1. Making reasonable efforts to obtain names, addresses and telephone numbers of witnesses.
  - 2. When appropriate, ensuring immediate medical attention is provided and photographs of alleged injuries and accessible uninjured areas are taken.
- (i) Ensuring that the procedural rights of the accused member are followed (Government Code § 3303 et seq.).
- (j) Ensuring interviews of the complainant are generally conducted during reasonable hours.

### 1009.6.2 ADMINISTRATIVE INVESTIGATION PROCEDURES

Whether conducted by a supervisor or an assigned investigator, the following applies to members covered by the Public Safety Officers Procedural Bill of Rights Act (POBR) (Government Code § 3303):

- (a) Interviews of an accused member shall be conducted during reasonable hours and preferably when the member is on-duty. If the member is off-duty, he/she shall be compensated.
- (b) Unless waived by the member, interviews of an accused member shall be at the Sonoma County Junior College District Police Department or other reasonable and appropriate place.
- (c) No more than two interviewers should ask questions of an accused member.
- (d) Prior to any interview, a member shall be informed of the nature of the investigation, the name, rank and command of the officer in charge of the investigation, the interviewing officers and all other persons to be present during the interview.
- (e) All interviews shall be for a reasonable period and the member's personal needs should be accommodated.
- (f) No member should be subjected to offensive or threatening language, nor shall any promises, rewards or other inducements be used to obtain answers. Any member refusing to answer questions directly related to the investigation may be ordered to answer questions administratively and may be subject to discipline for failing to do so.
- (g) A member should be given an order to answer questions in an administrative investigation that might incriminate the member in a criminal matter only after the member has been given a Lybarger advisement and after the investigator has consulted with the prosecuting agency.

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- (h) The interviewer shall record all interviews of members and witnesses. The member may also record the interview. If the member has been previously interviewed, a copy of that recorded interview shall be provided to the member prior to any subsequent interview.
- (i) All members subjected to interviews that could result in discipline have the right to have an uninvolved representative present during the interview. However, in order to maintain the integrity of each individual's statement, involved members shall not consult or meet with a representative or attorney collectively or in groups prior to being interviewed.
- (j) All members shall provide complete and truthful responses to questions posed during interviews.
- (k) No member may be requested or compelled to submit to a polygraph examination, nor shall any refusal to submit to such examination be mentioned in any investigation (Government Code § 3307).

No investigation shall be undertaken against any officer solely because the officer has been placed on a prosecutor's Brady list or the name of the officer may otherwise be subject to disclosure pursuant to Brady v. Maryland. However, an investigation may be based on the underlying acts or omissions for which the officer has been placed on a Brady list or may otherwise be subject to disclosure pursuant to Brady v. Maryland (Government Code § 3305.5).

### 1009.6.3 ADMINISTRATIVE INVESTIGATION FORMAT

Formal investigations of personnel complaints shall be thorough, complete and essentially follow this format:

**Introduction** - Include the identity of the members, the identity of the assigned investigators, the initial date and source of the complaint.

**Synopsis** - Provide a brief summary of the facts giving rise to the investigation.

**Summary** - List the allegations separately, including applicable policy sections, with a brief summary of the evidence relevant to each allegation. A separate recommended finding should be provided for each allegation.

**Evidence** - Each allegation should be set forth with the details of the evidence applicable to each allegation provided, including comprehensive summaries of member and witness statements. Other evidence related to each allegation should also be detailed in this section.

**Conclusion** - A recommendation regarding further action or disposition should be provided.

**Exhibits** - A separate list of exhibits (e.g., recordings, photos, documents) should be attached to the report.

### 1009.6.4 DISPOSITIONS

Each personnel complaint shall be classified with one of the following dispositions:

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**Unfounded** - When the investigation discloses that the alleged acts did not occur or did not involve department members. Complaints that are determined to be frivolous will fall within the classification of unfounded.

**Exonerated** - When the investigation discloses that the alleged act occurred but that the act was justified, lawful and/or proper.

**Not sustained** - When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the member.

**Sustained** - When the investigation discloses sufficient evidence to establish that the act occurred and that it constituted misconduct.

If an investigation discloses misconduct or improper job performance that was not alleged in the original complaint, the investigator shall take appropriate action with regard to any additional allegations.

### 1009.6.5 COMPLETION OF INVESTIGATIONS

Every investigator or supervisor assigned to investigate a personnel complaint or other alleged misconduct shall proceed with due diligence in an effort to complete the investigation within one year from the date of discovery by an individual authorized to initiate an investigation (Government Code § 3304).

In the event that an investigation cannot be completed within one year of discovery, the assigned investigator or supervisor shall ensure that an extension or delay is warranted within the exceptions set forth in Government Code § 3304(d) or Government Code § 3508.1.

The assigned investigator or supervisor shall ensure that within 30 days of the final disposition of the complaint, the complainant is provided written notification of the disposition (Penal Code § 832.7(e)).

### 1009.7 ADMINISTRATIVE SEARCHES

Assigned lockers, storage spaces and other areas, including desks, offices and vehicles, may be searched as part of an administrative investigation upon a reasonable suspicion of misconduct.

Such areas may also be searched any time by a supervisor for non-investigative purposes, such as obtaining a needed report, radio or other document or equipment.

Lockers and storage spaces may only be administratively searched in the member's presence, with the member's consent, with a valid search warrant or where the member has been given reasonable notice that the search will take place (Government Code § 3309).

#### 1009.7.1 DISCLOSURE OF FINANCIAL INFORMATION

An employee may be compelled to disclose personal financial information under the following circumstances (Government Code § 3308):

- (a) Pursuant to a state law or proper legal process
- (b) Information exists that tends to indicate a conflict of interest with official duties

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- (c) If the employee is assigned to or being considered for a special assignment with a potential for bribes or other improper inducements

### **1009.8 ADMINISTRATIVE LEAVE**

When a complaint of misconduct is of a serious nature, or when circumstances indicate that allowing the accused to continue to work would adversely affect the mission of the Department, the Chief of Police or the authorized designee may temporarily assign an accused employee to administrative leave. Any employee placed on administrative leave:

- (a) May be required to relinquish any department badge, identification, assigned weapons and any other department equipment.
- (b) Shall be required to continue to comply with all policies and lawful orders of a supervisor.
- (c) May be temporarily reassigned to a different shift, generally a normal business-hours shift, during the investigation. The employee may be required to remain available for contact at all times during such shift, and will report as ordered.

### **1009.9 CRIMINAL INVESTIGATION**

Where a member is accused of potential criminal conduct, a separate supervisor or investigator shall be assigned to investigate the criminal allegations apart from any administrative investigation. Any separate administrative investigation may parallel a criminal investigation.

The Chief of Police shall be notified as soon as practicable when a member is accused of criminal conduct. The Chief of Police may request a criminal investigation by an outside law enforcement agency.

A member accused of criminal conduct shall be advised of his/her constitutional rights (Government Code § 3303(h)). The member should not be administratively ordered to provide any information in the criminal investigation.

No information or evidence administratively coerced from a member may be provided to anyone involved in conducting the criminal investigation or to any prosecutor.

The Sonoma County Junior College District Police Department may release information concerning the arrest or detention of any member, including an officer, that has not led to a conviction. No disciplinary action should be taken until an independent administrative investigation is conducted.

### **1009.10 POST-ADMINISTRATIVE INVESTIGATION PROCEDURES**

Upon completion of a formal investigation, an investigation report should be forwarded to the Chief of Police through the chain of command. Each level of command should review and include their comments in writing before forwarding the report. The Chief of Police may accept or modify any classification or recommendation for disciplinary action.

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### 1009.10.1 CHIEF OF POLICE RESPONSIBILITIES

Upon receipt of any written recommendation for disciplinary action, the Chief of Police shall review the recommendation and all accompanying materials. The Chief of Police may modify any recommendation and/or may return the file to the investigator for further investigation or action.

Once the Chief of Police is satisfied that no further investigation or action is required by staff, the Chief of Police shall determine the amount of discipline, if any, that should be imposed. In the event disciplinary action is proposed, the Chief of Police shall provide the member with a pre-disciplinary procedural due process hearing (Skelly) by providing written notice of the charges, proposed action and reasons for the proposed action. Written notice shall be provided within one year from the date of discovery of the misconduct (Government Code § 3304(d)). The Chief of Police shall also provide the member with:

- (a) Access to all of the materials considered by the Chief of Police in recommending the proposed discipline.
- (b) An opportunity to respond orally or in writing to the Chief of Police within five days of receiving the notice.
  1. Upon a showing of good cause by the member, the Chief of Police may grant a reasonable extension of time for the member to respond.
  2. If the member elects to respond orally, the presentation may be recorded by the Department. Upon request, the member shall be provided with a copy of the recording.

Once the member has completed his/her response or if the member has elected to waive any such response, the Chief of Police shall consider all information received in regard to the recommended discipline. The Chief of Police shall render a timely written decision to the member and specify the grounds and reasons for discipline and the effective date of the discipline. Once the Chief of Police has issued a written decision, the discipline shall become effective.

### 1009.11 PRE-DISCIPLINE EMPLOYEE RESPONSE

The pre-discipline process is intended to provide the accused employee with an opportunity to present a written or oral response to the Chief of Police after having had an opportunity to review the supporting materials and prior to imposition of any recommended discipline. The employee shall consider the following:

- (a) The response is not intended to be an adversarial or formal hearing.
- (b) Although the employee may be represented by an uninvolved representative or legal counsel, the response is not designed to accommodate the presentation of testimony or witnesses.
- (c) The employee may suggest that further investigation could be conducted or the employee may offer any additional information or mitigating factors for the Chief of Police to consider.

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- (d) In the event that the Chief of Police elects to cause further investigation to be conducted, the employee shall be provided with the results prior to the imposition of any discipline.
- (e) The employee may thereafter have the opportunity to further respond orally or in writing to the Chief of Police on the limited issues of information raised in any subsequent materials.

### **1009.12 RESIGNATIONS/RETIREMENTS PRIOR TO DISCIPLINE**

In the event that a member tenders a written resignation or notice of retirement prior to the imposition of discipline, it shall be noted in the file. The tender of a resignation or retirement by itself shall not serve as grounds for the termination of any pending investigation or discipline.

### **1009.13 POST-DISCIPLINE APPEAL RIGHTS**

Non-probationary employees have the right to appeal a suspension without pay, punitive transfer, demotion, reduction in pay or step, or termination from employment. The employee has the right to appeal using the procedures established by any collective bargaining agreement, Memorandum of Understanding and/or personnel rules.

In the event of punitive action against an employee covered by the POBR, the appeal process shall be in compliance with Government Code § 3304 and Government Code § 3304.5.

During any administrative appeal, evidence that an officer has been placed on a Brady list or is otherwise subject to Brady restrictions may not be introduced unless the underlying allegations of misconduct have been independently established. Thereafter, such Brady evidence shall be limited to determining the appropriateness of the penalty (Government Code § 3305.5).

### **1009.14 PROBATIONARY EMPLOYEES AND OTHER MEMBERS**

At-will and probationary employees and those members other than non-probationary employees may be released from employment for non-disciplinary reasons (e.g., failure to meet standards) without adherence to the procedures set forth in this policy or any right to appeal. However, any probationary officer subjected to an investigation into allegations of misconduct shall be entitled to those procedural rights, as applicable, set forth in the Peace Officer Bill of Rights (Government Code § 3303; Government Code § 3304). At-will, probationary employees and those other than non-probationary employees subjected to discipline or termination as a result of allegations of misconduct shall not be deemed to have acquired a property interest in their position, but shall be given the opportunity to appear before the Chief of Police or authorized designee for a non-evidentiary hearing for the sole purpose of attempting to clear their name or liberty interest. There shall be no further opportunity for appeal beyond the liberty interest hearing and the decision of the Chief of Police shall be final.

### **1009.15 RETENTION OF PERSONNEL INVESTIGATION FILES**

All personnel complaints shall be maintained in accordance with the established records retention schedule and as described in the Personnel Files Policy.



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## **I.21 Cotati Police Department**

**HOW CAN A PERSONNEL COMPLAINT BE MADE?**

A complaint may be made by telephone, by mail, online at [www.ci.cotati.ca.us](http://www.ci.cotati.ca.us) or in person. The complaint may be made at the Police Department, or another mutually convenient location. The department is primarily interested in issues of concern to you or a need for improving our delivery of services.

**WHEN CAN A COMPLAINT BE MADE?**

A complaint may be received 24 hours a day. After normal business hours, a personnel complaint may be registered with any supervisor or the on-duty Watch Commander, or by calling 792-4611.

**WHAT HAPPENS AFTER I FILE A COMPLAINT?**

The complaint is received, reviewed and assigned to a supervisor for further investigation. If the supervisor is able to resolve the complaint after examining all the facts and circumstances, you will be notified.

If the complaint requires further review, it will be forwarded to the Chief of Police for a final determination. You will be notified in writing concerning the disposition of the complaint.

(Cut along dotted line)

(Detach this form from pamphlet)			
<b>Cotati Police Department Citizens Report Form</b>			
Please Print or Type <input type="checkbox"/> Complaint    or <input type="checkbox"/> Commendation			
Your Name			
Home Address			
Home Telephone		Business Telephone	
Sex	Age	Date of Birth	
Where did this incident occur?			
Date of incident		Time of incident	
Name/ badge number of employee(s) involved			
<b>Please provide the names, addresses, and telephone numbers of any persons who may have observed or have direct knowledge of this incident.</b>			
Name:			
Address & Telephone #			
Name			
Address & Telephone #			
Name			
Address & Telephone #			
<b>FALSE REPORTS OF POLICE MISCONDUCT</b>			
Penal Code Section 148.6			
<p><b>“YOU HAVE THE RIGHT TO MAKE A COMPLAINT AGAINST A POLICE OFFICER FOR ANY IMPROPER POLICE CONDUCT. CALIFORNIA LAW REQUIRES THIS AGENCY TO HAVE A PROCEDURE TO INVESTIGATE CITIZENS’ COMPLAINTS. YOU HAVE A RIGHT TO A WRITTEN DESCRIPTION OF THIS PROCEDURE. THIS AGENCY MAY FIND, AFTER INVESTIGATION, THAT THERE IS NOT ENOUGH EVIDENCE TO WARRANT ACTION ON YOUR COMPLAINT; EVEN IF THIS IS THE CASE, YOU HAVE THE RIGHT TO MAKE THE COMPLAINT AND HAVE IT INVESTIGATED IF YOU BELIEVE AN OFFICER BEHAVED IMPROPERLY. CITIZEN COMPLAINTS AND ANY REPORTS OR FINDINGS RELATED TO COMPLAINTS MUST BE RETAINED BY THIS AGENCY FOR AT LEAST FIVE YEARS.</b></p>			
<p><b>IT IS AGAINST THE LAW TO MAKE A COMPLAINT THAT YOU KNOW TO BE FALSE.</b></p>			
I have read and understood the above statement.			
Complainant Signature _____			
<b>STATEMENT</b>			
(Start the narrative on additional pages)			
Include description of incident			

(Cut along dotted line)

**WILL I HAVE TO TESTIFY IF I MAKE A COMPLAINT?**

A complainant does not normally have to testify in any formal hearing. During the investigation you, along with all witnesses, will be questioned concerning the incident. It is essential to any investigation to ask all pertinent questions and obtain factual information. Once an investigation is concluded, a disposition will be determined.

Employees of the City of Cotati have the right to appeal any discipline recommended or imposed. In some cases, you may be asked to testify at such a hearing.

If you have any further questions, call the Cotati Police Department at 792-4611.

**APPENDIX J – POST QUALITY ASSESSMENT PROGRAM  
EVALUATION FORM (FORM NO. 2-341)**

PRESENTATION INFORMATION			
		to	
Instructor		Evaluator	
Agency/presenter		City	Zip
Number of students		Maximum number of students allowed	
Course coordinator		Email	Phone
Instructor number      of      for this course			

REQUIRED POST DOCUMENTATION				
<input type="checkbox"/> Expanded Course Outline		Yes	No	N/A
<input type="checkbox"/> Resumes				
<input type="checkbox"/> Hourly Distribution				
<input type="checkbox"/> Budget				
	Safety Briefing Performed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Safety Policies Reviewed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Instructor/Student Ratio	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Notes:

INSTRUCTION AND FACILITATION					
DIMENSION	UNACCEPTABLE	NEEDS IMPROVEMENT	MEETS STANDARD	ABOVE STANDARD	N/A
<b>Facilitation Skills (as appropriate for the lesson):</b>  Instructor communicated clearly, used active listening skills, engaged students with thoughtful questions, promoted student engagement.	<input type="checkbox"/>  Instructor only lectured. Did not allow opportunity for student feedback, engagement, or participation.	<input type="checkbox"/>  Instructor missed opportunities to engage students. Did not use questioning techniques to promote student dialogue. Relied too heavily on lecture.	<input type="checkbox"/>  Instructor maintained a student-centered learning environment. Used active listening skills. Engaged students in open-ended questions. Promoted student participation in their own learning. Used lecture as appropriate.	<input type="checkbox"/>  Instructor used student backgrounds and experiences in facilitating class dialogue. Posed questions back to the class when able. Encouraged all students to participate in the learning.	<input type="checkbox"/>

Comments:

DIMENSION	UNACCEPTABLE	NEEDS IMPROVEMENT	MEETS STANDARD	ABOVE STANDARD	N/A
<p><b>Subject Matter Expertise:</b></p> <p>Instructor was up to date, well versed in the course material, was readily able to answer questions.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor did not appear to have sufficient knowledge in the topic and lacks credibility with students. Had difficulty answering student questions. Offered no evidence that he/she is keeping up with latest trends. Teaching was contradictory to the lesson. Instructor was unfamiliar with the lesson.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor lacked knowledge and appeared to lack credibility with students. Had difficulty answering questions.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor had sufficient knowledge of the topic. Was well versed in the course material. Instructor was up to date with current trends.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor had extensive credentials and experience in the course subject material. He/she was well versed, could readily answer all student questions, served as an example of an expert in the field.</p>	<p style="text-align: center;"><input type="checkbox"/></p>

Comments:

<p><b>Time Management:</b></p> <p>Satisfied the learning objectives at an acceptable pace in the time allotted.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor failed to keep to a time schedule. Was rushed, unable to meet the objectives. Dismissed class early despite not covering all material.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor had trouble keeping to a time schedule. Sometimes missed student breaks. Ran over the scheduled ending time or was too far under the scheduled ending time. Did not meet objectives before dismissing class.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor kept to a time schedule that enabled him/her to cover all necessary information while maintaining student breaks and class dismissal times.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor effectively changed or adjusted the learning environment during the course of instruction to meet student needs and learning objectives. Allowed time for students to go beyond the lesson and/or expand. Adjusted time for students to ask questions and answer their questions.</p>	<p style="text-align: center;"><input type="checkbox"/></p>
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Comments:

DIMENSION	UNACCEPTABLE	NEEDS IMPROVEMENT	MEETS STANDARD	ABOVE STANDARD	N/A
<p><b>Professionalism:</b></p> <p>Attitude, language, conduct, and attire were appropriate.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor conduct was unacceptable for a professional training environment. Used unnecessary profanity outside the scope of course material, inappropriate attire, displayed a poor attitude toward the students or the course material.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor did not appear to be prepared for training, was dressed inappropriately given the environment, used profanity when unnecessary or not part of the curriculum.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor was prepared for the training, was dressed appropriately given the training environment, refrained from using profanity. Treated all students with respect. Displayed a positive attitude.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor was dressed appropriately given the training environment, did not use profanity. Communicated clearly using proper grammar. Treated all students with respect. Was enthusiastic about teaching. Maintained a professional demeanor. Treated instruction and students as a priority.</p>	<p style="text-align: center;"><input type="checkbox"/></p>

Comments:

<p><b>Learning Resource Management:</b></p> <p>The use of technology and other instructional resources (PPT, web-based resources, easel pads/handouts (including virtual), breakout rooms, etc. to enhance curriculum delivery. Reference material could include internet links, suggested videos, experts, or other training material.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor did not use instructional resources. Did not promote engaging student learning using delivery resources. Did not provide reference material for use during or after the class.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor used a minimal number of instructional resources (e.g., PowerPoint only) in delivering course material. Missed opportunities to enhance the class with engaging resources.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor used a variety of methods and tools to support student-centered learning (PPT, web-based resources, easel pads/handouts including virtual), breakout rooms, etc. to enhance curriculum delivery as appropriate. Provided reference/resource material.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instruction was entirely student-centered with a wide variety of engaging classroom activities using multiple resources. Instructor provided students with useful resources for use during and after the course with direct application to skills used on the job.</p>	<p style="text-align: center;"><input type="checkbox"/></p>
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Comments:

DIMENSION	UNACCEPTABLE	NEEDS IMPROVEMENT	MEETS STANDARD	ABOVE STANDARD	N/A
<p><b>Classroom Management:</b></p> <p>The instructor was flexible and responsive to student learning needs.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Inflexible and unresponsive to student learning needs. Unable to resolve interruptions, distractions, and/or disruptive students in class.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Recognized student learning needs but struggles with flexible delivery. Somewhat resolved interruptions, distractions, and/or disruptive students in class.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Maintained empathy with students, identified emergent learning needs, and made purposeful course revisions on the fly. Identified risk management issues and resolved any potential distractions immediately to return the class to an effective learning environment.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Promoted a student-centered learning environment to guide learning process while also assuring learning outcomes were met. Took potentially disruptive situation(s) and turned it into a teachable moment while maintaining tact and an effective learning environment.</p>	<p style="text-align: center;"><input type="checkbox"/></p>



Comments:

<p><b>Real World Application:</b> Presentation included instruction that provided knowledge, skills, and abilities in real world application.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instruction did not provide relevant information for application in real-world context</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor missed opportunities to connect curriculum with real- world application. Relied too heavily on lecture with limited opportunities for students to apply the material.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor established relevance, provided instruction and curriculum that had real- world or tangible application outside the classroom.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor established relevance, provided instruction and curriculum that had real-world or tangible application outside the classroom. Instructor incorporated effective learning activities that enabled students to experience hands-on application.</p>	<p style="text-align: center;"><input type="checkbox"/></p>
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Comments:

DIMENSION	UNACCEPTABLE	NEEDS IMPROVEMENT	MEETS STANDARD	ABOVE STANDARD	N/A
<p><b>Instructional Methods:</b> Delivery applied to a variety of learning styles (visual/auditory/tactile/kinesthetic), used activities, and learning domains (cognitive, affective, psychomotor) as appropriate.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor did not address different student learning styles at all. Used delivery methods that did not allow for student centered learning.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor missed opportunities to address different student learning style needs. Focused too much on one learning domain when the curriculum or topic crossed multiple domains.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor used a variety of delivery methods applicable to different learning styles and learning domains as appropriate for the course.</p>	<p style="text-align: center;"><input type="checkbox"/></p> <p>Instructor delivered information in ways that involved all learning styles, fully utilized RIDEM principles (Relevance, Involvement, Discovery, Experience, Modeling). Incorporated learning domains as appropriate for the instruction.</p>	<p style="text-align: center;"><input type="checkbox"/></p>

Comments:

<b>Learner Validation:</b> Student learning was measured or demonstrated.	<input type="checkbox"/> Instructor did not measure student skills or comprehension or provided answers without requiring students to demonstrate knowledge retention.	<input type="checkbox"/> Instructor missed opportunities to validate learning, or the testing was inappropriate for the curriculum (e.g., no skills demonstrations in psychomotor skills, etc.).	<input type="checkbox"/> Instructor utilized a form of testing to demonstrate knowledge or skills (written testing, group discussion feedback, student Q&A, application demonstration, etc.).	<input type="checkbox"/> Instructor used multiple opportunities for students to individually demonstrate their knowledge of the course material.	<input type="checkbox"/>
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Comments:

Additional Comments:

Additional Comments:

**APPENDIX K – RIPA BOARD OCTOBER 22, 2021 LETTER TO  
POST REGARDING AB 846 REGULATIONS AND POST’S  
NOVEMBER 16, 2021 LETTER IN RESPONSE**



RIPA BOARD c/o  
1515 CLAY STREET, 20TH FLOOR  
P.O. BOX 70550  
OAKLAND, CA 94612-0550

Public: (510) 879-3311  
Facsimile: (510) 622-2270

October 22, 2021

California Commission on POST  
Attention: Rulemaking  
860 Stillwater Road, Suite 100  
West Sacramento, CA 95605-1630

*Via email to melani.singley@post.ca.gov*

RE: Comment on proposed amendments to Commission on Peace Officer Standards and Training (POST) regulations implementing Assembly Bill 846

Dear Commission on POST:

We respectfully write on behalf of the State of California's Racial and Identity Profiling and Advisory Board (RIPA Board) to provide public comment on the Commission's proposed regulations implementing Assembly Bill (AB) 846 noticed on September 10, 2021. Specifically, we write to provide recommendations regarding the assessment of explicit bias of a peace officer candidate's social media accounts and revisions to proposed amendments to POST Commission Regulations 1953(g)(1) and 1955(d)(3), discussed fully below. While we recognize that some agencies have already implemented these recommendations, we feel it is important to ensure consistency throughout the profession.

1. Recommendation to Require Investigators and Evaluators to Assess Peace Officer Candidates' Social Media Accounts For Explicit Bias

The Board proposes an amendment to Section 1953, subdivision (g)(1) and Section 1955, subdivision (d)(3) to require background investigators and psychological evaluators to specifically assess candidates for peace officer employment for bias in their public-facing social media accounts. While the proposed Bias Assessment Framework includes "social media postings" as an example of "Aggravating or Facilitative Factors" that may be considered when determining whether an applicant has exhibited biased behavior, the proposed regulation does not specifically require investigators and evaluators to search and evaluate an applicant's social media profile—including prior postings, affiliations, and conduct reflecting agreement or opposition to others' postings. We believe that such an investigation and review is necessary to accomplish the purposes of AB 846 as envisioned by the Legislature in its adoption.

Assembly Bill 846 directed POST to develop regulations and screening material that incorporated procedures for identifying both explicit and implicit bias. (See Penal Code 1031.3, subd. (a).) Advocates of the legislation cited the firing of four San Jose police officers engaged in an “online ring of hate” on Facebook as an example of the type of racism and bigotry that needs to be screened out of policing agencies.<sup>1</sup> Social media has been a rich source for finding explicit biases among law enforcement nationwide. As the RIPA Board identified in its 2021 report, the Plain View Project, an advocacy group formed in 2016, found thousands of troubling Facebook posts that included racist or otherwise offensive language, leading several departments nationwide to conduct investigations of their officers.<sup>2</sup> Of the Facebook accounts that Plain View researchers could identify as belonging to officers or retired officers, about 1 in 5 of the current officers and 2 in 5 of the retired officers made public posts or comments that included biased language or otherwise undermined confidence or trust in law enforcement by using dehumanizing language or praising violence.<sup>3</sup> California agencies, including the Los Angeles Sheriff’s Department and the San Francisco Police Department, have had to address biased social media posts by deputies and officers.<sup>4</sup>

In these investigations, researchers have found that this behavior by law enforcement on social media may be consistent with those officers’ actions towards the public they serve. For instance, the Plain View project found that “[o]f 327 officers in Philadelphia who posted troubling content, more than a third — 138 officers — appeared to have had one or more federal civil rights lawsuits filed against them, [. . . and while the] Facebook posts were not specifically connected to incidents that were the subject of lawsuits . . . in some cases the officers were supporting conduct, like using Tasers to subdue suspects, that could mirror the kind of conduct raised in complaints.”<sup>5</sup> But even without direct evidence of officers engaging in conduct against the community that mirrors the biased views espoused in their social media, the mere fact that officers endorse such views elicits deeper concerns of affiliations with white supremacist groups

<sup>1</sup> See Assembly Floor Analysis, August 29, 2020, [https://leginfo.legislature.ca.gov/faces/billAnalysisClient.xhtml?bill\\_id=201920200AB846](https://leginfo.legislature.ca.gov/faces/billAnalysisClient.xhtml?bill_id=201920200AB846)

<sup>2</sup> The Plain View Project, About the Project <<https://www.plainviewproject.org/about>> (as of Dec. 14, 2020), and see Andone, This group found thousands of offensive Facebook comments by police. Here’s what you should know, CNN.com (June 20, 2019) < <https://www.cnn.com/2019/06/20/us/plain-view-project-what-is/index.html>> (as of Dec. 14, 2020)

<sup>3</sup> <https://www.injusticewatch.org/interactives/cops-troubling-facebook-posts-revealed/>

<sup>4</sup> Chabria, When cops abuse social media, the results are explosive: ‘One post can become a movement,’ Los Angeles Times (Oct. 13, 2020) <<https://www.latimes.com/california/story/2020-10-13/cops-social-media-dangerous-combo-era-racialreckoning>> [describing a Facebook post by a Los Angeles County Sheriff’s Captain, stating that Andres Guardado, a Salvadoran American killed by a deputy in Gardena, “chose his fate”] (as of Dec. 14, 2020); Fuller, San Francisco Police Chief Releases Officers’ Racist Texts, N.Y. Times (April 29, 2016) < <https://www.nytimes.com/2016/04/30/us/san-francisco-police-orders-officers-to-complete-anti-harassment-class.html>> (as of Dec. 14, 2020).

<sup>5</sup> <https://www.injusticewatch.org/interactives/cops-troubling-facebook-posts-revealed/>

and extremist groups<sup>6</sup>, as well as concerns that officers are carrying out their duties while driven by bigotry.<sup>7</sup>

Moreover, given limitations in the available tools for identifying and screening implicit biases that may manifest in disparate treatment of individuals based on racial, religious, or other identities, POST should ensure that agencies are relying upon all available measures of bias—particularly those that have already been observed as strongly correlated to biased policing and community harm.

For these reasons, the RIPA Board recommends that the regulations require background investigators and evaluators to specifically assess peace officer candidates’ public-facing social media accounts for evidence of bias.

2. Recommendation to Amend Proposed Section 1953, subdivision (g)(1) Documentation and Reporting: Background Narrative Report/Investigator Requirements

Section 1953, subdivision (g)(1) requires “that the background investigator summarize the background investigation results in a narrative report that includes sufficient information for the reviewing authority to extend, as appropriate, a conditional offer of employment. The report shall reference the Background Investigation Dimensions and include any findings of biased behaviors and/or bias-relevant traits and attributes per the Bias Assessment Framework.”<sup>8</sup> While the regulation attempts to provide some guidance to the investigator in assessing bias and making determinations for employment suitability, it does not require the investigator to provide clear investigative findings with respect to the targeted constructs: biased behaviors, biased attitudes, and biased relevant traits and attributes.

The Board recommends amending Section 1953, subd. (g)(1), Background Narrative Report/Investigator Requirements, to explicitly require the investigator to report findings of the investigation based upon each targeted construct (behavior, attitudes, traits and attributes) of the candidate. Reported findings should clearly explain the investigator’s assessment of the candidate for each construct while incorporating and accounting for sources used, evidence used,

<sup>6</sup> 2 Federal Bureau of Investigation, Counterterrorism Policy Directive and Policy Guide (April 1, 2015) 89

<<https://assets.documentcloud.org/documents/3423189/CT-Excerpt.pdf>> (as of Dec. 14, 2020); Levin, White supremacists and militias have infiltrated police across US, report says, *The Guardian* (Aug. 27, 2020) < <https://www.theguardian.com/usnews/2020/aug/27/white-supremacists-militias-infiltrate-us-police-report>> (as of Dec. 14, 2020). See also <https://www.npr.org/2021/10/06/1043651361/oath-keepers-california-sheriff-chad-bianco-january-6-us-capitol> (discovery that Riverside County Sheriff was a dues-paying member of the racist, extremist group Oath Keepers).

<sup>7</sup> ABC7 News, 4 San Jose police officers put on leave amid investigation into alleged racist Facebook posts (June 28, 2020) <https://abc7news.com/san-jose-police-department-report-news-sjpd-facebook/6275266/> (as of Dec. 14, 2020).

<sup>8</sup> [https://post.ca.gov/Portals/0/post\\_docs/regulationnotices/2021/2021-38\\_TPRP.pdf](https://post.ca.gov/Portals/0/post_docs/regulationnotices/2021/2021-38_TPRP.pdf), p. 2



and factors considered, among others. This would provide greater transparency in the assessment process, and greater detail for the psychological evaluator, whose evaluation commences after the conditional offer of employment.<sup>9</sup> The evaluator, who determines whether a candidate's biases might adversely affect their behavior as a peace officer could then refer back to the constructs and investigative source(s) used in determining a finding for bias if there are questions related to the background investigation.<sup>10</sup> This process would improve public accountability, ensure the clarity of the findings record for review and department educational purposes, increase effectiveness of the background investigator process, and consequently lead to more transparent and evidence-based public service processes.<sup>11</sup>

### 3. Recommendation to Amend Proposed Section 1955, subdivision (d)(3) Psychological Screening Procedures and Evaluation Criteria Requirements

Section 1955, subdivision (d)(3) requires that “when evaluating a peace officer candidate for explicit and implicit bias against race or ethnicity, gender, nationality, religion, disability, or sexual orientation that might adversely affect the exercise of the powers of a peace officer, psychological evaluators shall use the Bias Assessment Framework .... [to] assess biased behaviors, biased attitudes and bias-relevant traits and attributes.”<sup>12</sup> Additionally, the requirement gives evaluators discretion<sup>13</sup> as to which data sources to use for the assessments;<sup>14</sup> however, the regulations do not require the evaluator to provide clear findings with respect to each construct. Moreover, given the discretion provided to evaluators to determine which data sources or facts may be relied upon in making their final determination, a review of the currently-required documentation will provide little insight to how the evaluators are making crucial decisions.

The Board recommends requiring the evaluator to report detailed findings of the evaluation based upon each targeted construct of the candidate. Such findings would clearly explain the evaluator's assessment of biased behavior, biased attitudes, and biased traits, including identification of sources, evidence used, and other factors relied upon, and an explanation of how they contributed the evaluator's analysis and decision. This would significantly improve the transparency of this screening process, and would provide a basis to further develop the screening tools over time.

<sup>9</sup><https://govt.westlaw.com/calregs/Document/I92ABA5B682E14626A39750AFF7D0BBCB?originationContext=document&transitionType=StatuteNavigator&needToInjectTerms=False&viewType=FullText&contextData=%28sc.Default%29&bhpc=1>

<sup>10</sup>Ibid

<sup>11</sup> Cordner, Gary, National Institute of Justice, Evidence-Based Policing In 45 Small Bytes, May 2020, p. 6

<sup>12</sup> [https://post.ca.gov/Portals/0/post\\_docs/regulationnotices/2021/2021-38\\_TPR.pdf](https://post.ca.gov/Portals/0/post_docs/regulationnotices/2021/2021-38_TPR.pdf)

<sup>13</sup> The Board is not commenting on the fact that the evaluator has discretion here and believes that providing the evaluator with discretion is reasonable.

<sup>14</sup> [https://post.ca.gov/Portals/0/post\\_docs/regulationnotices/2021/Bias\\_Assessment\\_Framework.pdf](https://post.ca.gov/Portals/0/post_docs/regulationnotices/2021/Bias_Assessment_Framework.pdf), see footnote no. 2

In closing, we appreciate the work of the Commission and its role in safeguarding the integrity of the law enforcement profession. We believe that the recommendations above will strengthen the profession through enhanced screening for explicit bias and the more specific findings required by the investigator and evaluator.

Sincerely,

A handwritten signature in blue ink, appearing to read "Steven Raphael".

Steven Raphael, Professor of Public Policy  
Goldman School of Public Policy at U.C. Berkeley  
RIPA Board Co-Chair

A handwritten signature in blue ink, appearing to read "David Swing".

David Swing, Chief of Police  
City of Pleasanton  
RIPA Board Co-Chair

COMMISSION ON  
PEACE OFFICER STANDARDS AND TRAINING



POST

GAVIN NEWSOM  
GOVERNOR

RoBBoNTA  
ATTORNEY GENERAL

November 16, 2021

Professor Steven Raphael and Chief David Swing, Co-Chairs  
State of California Racial and Identity Profiling Advisory (RIPA) Board  
c/o Department of Justice  
1515 Clay Street, 20th Floor  
P.O. Box 70550  
Oakland, CA 94612-0550

Dear Professor Raphael and Chief Swing:

The California Commission on Peace Officer Standards and Training (POST) is in receipt of your comment letter, dated October 22, 2021, in response to the Public Notice of Proposed Regulatory Action for Commission Regulations 1953 and 1955 related to AB 846, with your three (3) recommendations. POST is very appreciative of the insight, perspective, and recommendations of the RIPA Board.

As with any change in regulation or performance standard, the Commission must apply careful and thoughtful consideration as to the appropriateness of the regulation or standard in consultation with a diverse collection of subject matter experts and contributors, as well as legal considerations, including case law and statute.

The Board's recommendations illustrate the complexity of background investigations.

With respect to the Social Media Access Recommendation, there is a vast array of case law regarding the constitutional rights of individuals to take under consideration, as well as statute. Regarding the Background Narrative Report Recommendation, POST must ensure that the responsibilities of the Background Investigator and Psychologist are clearly bifurcated, to ensure the Investigator is not placed in a position to make medical assessments, which would be beyond his/her professional scope. And, regarding the Psychological Screening Procedures Recommendation, POST staff will need to consult with psychologists in order to determine if such recommendations comport with medical assessment protocols and reporting procedures within the profession.

AB 846 has a mandate for POST to update regulation and associated screening materials by January 1, 2022, and POST would be unable to assemble further work groups and incorporate the regulatory changes associated with the recommendations within that timeline.

Accordingly, POST will not incorporate your recommendations into the cUITent regulatory package.

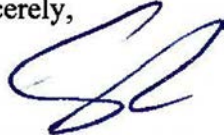
Professor Raphael and Chief Swing

November 16, 2021

Page2

Nevertheless, POST will further evaluate your recommendations in the future and is committed to finding solutions that not only enhance peace officer screening but also adhere to statute and case law, thus protecting the constitutional rights of individuals. In fact, the POST Legislative Liaison is in ongoing discussion with Department of Justice staff assigned to RIPA to regularly evaluate the Board's input and to continually enhance the quality of peace officer performance and service to California communities.

Sincerely,

A handwritten signature in blue ink, appearing to read 'S. Loggins', with a stylized flourish at the end.

SCOTT LOGGINS

Assistant Executive Director

Standards and Development Division

cc: Aisha Martin-Walton, California Department of Justice

Allison Elgart, California Department of Justice

Nancy Benanati, California Department of Justice