




# City of London Division of Police

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**TO:** Safety/Service Dir. Rex Castle  
**CC:** Ohio Collaborative File/London City Website  
**FM:** Ch. Glenn Nico   
**DATE:** 3-25-2021  
**REF:** Annual Bias-Based Policing Review for 2020

A review of personnel complaints received towards members of the London Police Division in 2020 revealed no complaints or concerns in the area of bias-based policing. As you may be aware, our bias based policing policy, included in this memo, conforms with the Ohio Law Enforcement Community Collaborative Standards, and must be reviewed annually. We have worked with our report management software provider and were able to track traffic stops based on the driver's sex and race. A summary report of those statistics is included in this memo as well. We will be researching the cause of a number of stops not reporting the race as expected. With a new procedure and software application, some adjustment period is normally expected. Also, periodic reviews of body camera footage were completed during the year to ensure compliance with the policy in regards to personal contacts with the public. Please see the attached applicable division policy and statistical summary for 2020.

## ***Bias-Based Policing***

### ***401.1 PURPOSE AND SCOPE***

*This policy provides guidance to division members that affirms the London Police Division'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 division'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.*

#### **401.2 POLICY**

*The London Police Division 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 division 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 division 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 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 TRAFFIC STOPS**

*Each time an officer makes a traffic stop, the officer shall report the gender, race, or ethnicity of the driver.*

#### **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.*

*(a) Supervisors should document these discussions, in the prescribed manner.*

*(b) Supervisors should periodically review Mobile Video Recorder 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.*

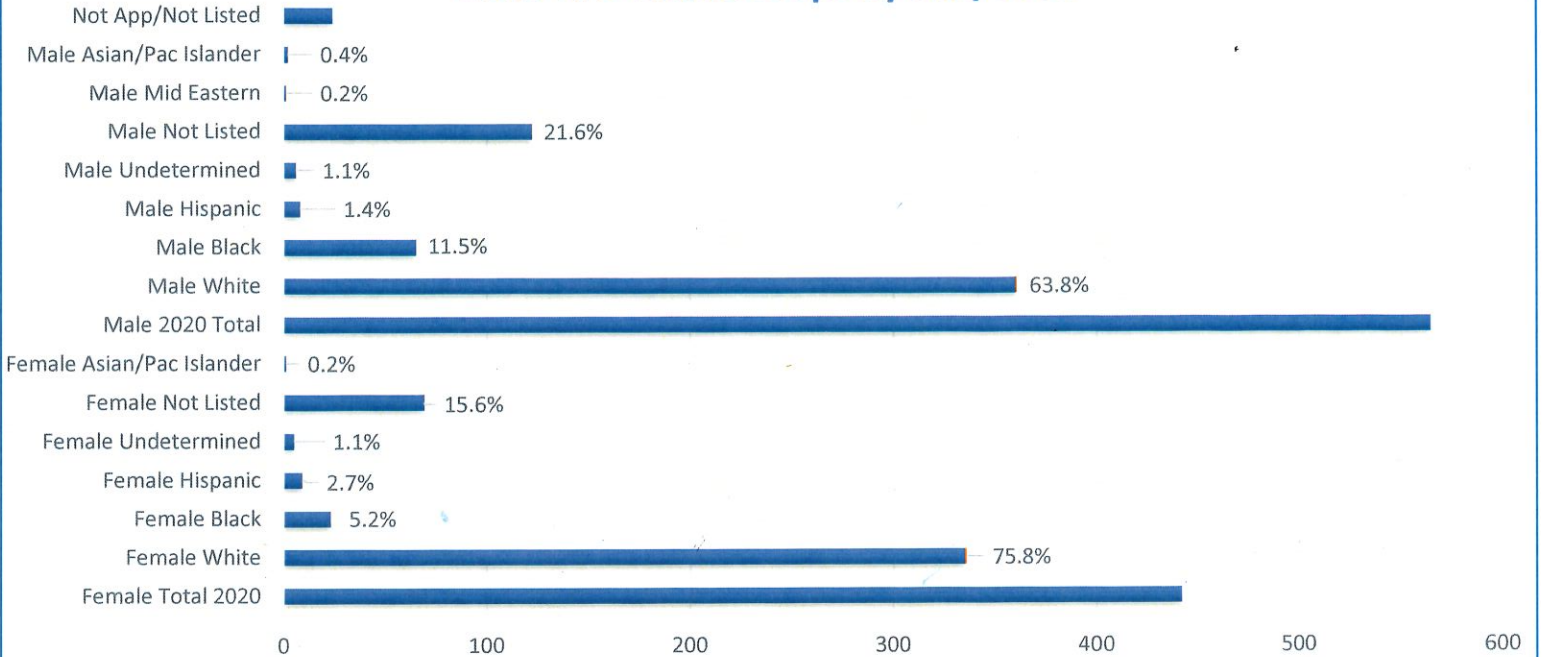
*1. Supervisors should document these periodic reviews.*

*2. Recordings 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 division who discloses information concerning bias based policing.*

## 2020 LPD Traffic Stops by Sex/Race



	Female Total 2020	Female White	Female Black	Female Hispanic	Female Undetermined	Female Not Listed	Female Asian/Pac Islander	Male 2020 Total	Male White	Male Black	Male Hispanic	Male Undetermined	Male Not Listed	Male Mid Eastern	Male Asian/Pac Islander	Not App/Not Listed
■ Number	442	335	23	9	5	69	1	564	360	65	8	6	122	1	2	24
■ Percentage		75.8%	5.2%	2.7%	1.1%	15.6%	0.2%		63.8%	11.5%	1.4%	1.1%	21.6%	0.2%	0.4%	