

1.2 VALUING RACE RELATIONS & DIVERSITY

Departmental Order #06-04

A. DEFINITION

1. Racially-biased Policing: occurs when law enforcement inappropriately considers race or ethnicity in deciding with whom and how to intervene in an enforcement capacity.

B. POLICY

1. Halifax Regional Police is committed to endorsing a police environment which prohibits the practice of racially-biased policing and values the diversity within communities in the Halifax Regional Municipality.

2. All members of this service are obligated, from the first day of their employment, to conduct themselves at all times in a professional, legal and respectful manner and to display a high level of professionalism during any type of contact with members of the public.

3. Officers must be able to determine and articulate they have articulable cause that support their actions prior to conducting any of the following:

- a. Investigative detentions.
- b. Traffic stops.
- c. Arrests.
- d. Non-consensual searches. And
- e. Property seizures.

4. Except as provided in A5 below, skin colour, race or ethnicity absent any other factors will be insufficient to justify a stop, search or arrest. Therefore, officers shall not in isolation consider a person's race/ethnicity:

a. When establishing articulable cause.

b. In deciding to initiate even those nonconsensual encounters that do not amount to legal detentions or to request to consent to search.

5. Officers may take into account the reported race/ethnicity of a specific suspect(s) when they have been provided with reliable, locally relevant information that links a person(s) of a specific race/ethnicity to a particular unlawful incident(s).

6. The following list includes but is not limited to inappropriate conduct which will not be tolerated by the Halifax Regional Police:

- a. Targeting motorists for traffic stops based on race.
- b. Applying discretionary enforcement on the basis of race.
- c. Tolerating different degrees of disorder and deviance based on race.
- d. Interfering with citizens' routine activities based on race.
- e. Assuming someone is dangerous on the basis of race.
- f. Providing different levels of police patrol and protection on the basis of race, or because of unfounded racial fears.
- g. Providing different levels of service on the basis of race.

7. Race/ethnicity must never be used as the sole basis for determining articulable cause. Violations of this policy shall result in disciplinary action.

8. Competencies for race and diversity relations shall be embodied within the Competency Assessments, hiring, promotional routines and competitions for transfers. HRP members are evaluated on some of these standards and competencies under the broad headings of Providing Distinguished Service, Valuing diversity and Leadership.

C. POLICE OFFICER

1. HRP seeks to prevent incidents of misinterpreted perceptions of biased law enforcement. To accomplish this objective, each officer shall do the following when conducting pedestrian and vehicle stops:

- a. Be courteous and professional.
- b. Introduce him/herself to the citizen (providing name and agency affiliation) and state the reason for the stop as soon as practical, unless providing this information will compromise officer or public safety. In vehicle stops, the officer shall provide this information before asking for the driver's license and registration.
- c. Ensure that the detention is no longer than is necessary to take appropriate action for the known or suspected offence and that the citizen understands the purpose of reasonable delays.

- d. Answer any questions the citizen may have, including explaining options for traffic citation disposition, if available.
- e. Thank them for their patience and/or explain if s/he determines that the reasonable suspicion was unfounded.
- f. See also **TRAFFIC STOPS** and **CHECKPOINTS AND VEHICLE STOPS**
- 2. Police officers must:
 - a. Unless public interest dictates (i.e., road blocks, routine checks, breathalyzer checkpoints, etc.), make their decisions to engage the public based on the actions or conduct that they observe, on actual witness information and/or on-hand evidence.
 - b. Have articulable cause in order to pursue legitimate law enforcement activities with a member of the public.
- 3. Any member who witnesses a discreditable act by another member of the HRP shall report it to an NCO/supervisor without delay.

D. NCO/SUPERVISOR

- 1. NCOs and supervisors shall consistently demand appropriate behaviour from subordinates. In this regard, NCOs and supervisors are responsible to initiate disciplinary measures against any member who fails to conduct him/herself in a professional manner.

E. PROFESSIONAL STANDARDS

- 1. Professional Standards will ensure that:
 - a. HRP standards concerning the administration, promotion and support of professionalism (including the practices, conduct, appearance, ethics and integrity of its members) help to strengthen public confidence in and co-operation with the police.
 - b. Appropriate disciplinary action is taken against members who contravene the standards of professionalism expected of them.
- 2. Professional Standards will provide feedback to SMT about systemic, repeated or ongoing discriminatory issues in order that appropriate corrective measures can be introduced.