
	VOLUSIA SHERIFF'S OFFICE GENERAL ORDER 1.10	Distribution All Personnel	Reissue/Effective Date 01/01/2020
		Original Issue Date 08/2001	Previous Revision Date 06/2010
Title BIAS BASED PROFILING			
Section		AUTHORITY OF  MICHAEL J. CHITWOOD, SHERIFF 	

To protect and serve with courage, honor and integrity by fighting crime, maintaining trust, and building community partnerships.

I. PURPOSE

The purpose of this general order is to establish guidelines expressly prohibiting bias based profiling.

II. DISCUSSION

Profiling, in its self, can be a useful tool to assist Deputies in carrying out their duties. Biased based profiling, however, is the selection of individuals based solely on a common trait of a group. This includes but is not limited to race, ethnic background, gender, sexual orientation, religion, economic status, age, and cultural groups.

The Volusia Sheriff's Office shall not condone the use of biased based profiling in its law enforcement programs as it may lead to allegations of violations of constitutional rights of the citizens we serve, undermines legitimate law enforcement efforts and may lead to claims of civil rights violations. Additionally, biased based profiling alienates citizens, fosters distrust of law enforcement by the community, and invites media scrutiny, legislative action, and judicial intervention.

III. POLICY

It shall be the policy of the Volusia Sheriff's Office to prohibit bias based profiling in everyday contacts with **all** citizens and visitors of Volusia County. It shall further be the policy to train Volusia Sheriff's Office employees, take corrective measures when necessary, and conduct a documented annual administrative review of the agency's practices including citizen concerns.

Deputies shall focus on a person's conduct/behaviors or other specific suspect information. Deputies must have reasonable suspicion supported by specific articulated facts that the person contacted regarding their identification, activity or location has been, is, or is about to commit a crime or is currently presenting a threat to the safety of themselves or others.

IV. PROCEDURE

A. GENERALLY

1. Biased based profiling shall be prohibited to include but not limited to;
 - Traffic contacts
 - Field contacts
 - Asset seizure and forfeiture efforts
2. Sworn personnel shall complete annual refresher training in biased issues, including legal updates and aspects, and one or more of the following areas:
 - Field contacts

- Traffic stops
- Searches
- Asset seizure and forfeiture
- Interview techniques
- Ethics
- Cultural Diversity
- Discrimination
- Community Policing

B. DISCIPLINE

1. If an employee is found to be in violation of this policy, corrective measures shall be taken to ensure that Bias Based Profiling does not occur. Those corrective measures shall be in accordance with general order 26.1 Disciplinary Procedures.
2. General order 26.2 Standards of Conduct sections listed below shall be applied to violations of this general order:
 - 26.2, IV.E.9.e.
Tortious Acts – Employees shall not commit, by act of commission or omission, any flagrant or tortious act while in the performance of their duties. Violations of Civil Rights Acts under color of law (18 USC 241 and 242) are felony offenses.
 (Violation subject up to dismissal)
 - 26.2, IV.G.4
Misdemeanor Injurious to the Volusia Sheriff's Office – Volusia Sheriff's Office personnel shall adhere to all federal, state and local laws and shall not commit any act or crime defined as a misdemeanor, first or second degree, whether chargeable or not, which brings discredit upon the Volusia Sheriff's Office or otherwise impairs the operation and efficiency of the Volusia Sheriff's Office and/or which is likely to impair the ability of personnel concerned to perform assigned duties.
 (Violation subject to dismissal)
 - 26.2, IV.G.5.
Commission of Felony – Volusia Sheriff's Office personnel shall not commit any act or crime defined by state or federal law as a felony, whether chargeable or not.
 (Violation subject to dismissal)
3. The above general orders are all subject to dismissal, however every effort to provide remedial training and progressive discipline will be applied. Each case and circumstances shall be reviewed independently.

C. ADMINISTRATIVE REVIEW

1. The Professional Standards Section with assistance from Internal Affairs shall conduct a documented administrative review of agency practices including citizen concerns and any corrective measures taken annually.