

Atlanta Police Department

Office of Professional Standards



Bias Based Profiling Review

2020

Policy

The Atlanta Police Department employees shall exercise their authority in a manner that does not unlawfully discriminate against individuals based solely on their race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group or any other identifiable groups to which the person may belong (APD.SOP.3080 – General Procedures). All sworn employees shall exercise their authority based on conduct, behavior or specific information, reasonable articulable suspicion and/or probable cause.

The Office of Professional Standards shall conduct an internal investigation if an officer is alleged to have targeted a person due to bias. OPS shall monitor complaints to detect any patterns suggesting bias-based profiling and shall conduct an annual administrative review of Departmental practices including citizen concerns.

Distribution of the Policy

The most recent version of APD.SOP.3080 – General Procedures, Section 4.4 – Bias Based Profiling was signed on March 7, 2018 (effective date March 15, 2018). Since February 2015, employees have the capability to review and acknowledge receipt of policies through the PowerDMS document management system.

This program was purchased to ensure accuracy and to maintain best practices. Once a policy is revised, it is uploaded to the electronic policy manual. Employees are required to log into their PowerDMS account and review any new and/or updated policies. By providing their username and password, employees are acknowledging through an e-signature that they have received and reviewed the applicable policy.

Training

The Training Academy shall provide training on bias-based profiling to include, but not limited to, field contacts, traffic stops, search issues, seizures interviews, cultural diversity, discrimination and community support.

The Training Academy shall train all sworn employees on this policy (APD.SOP.3080 – General Procedures) to include legal aspects of office/citizen contacts, cultural diversity and cultural awareness.

Community Outreach

The Department's Community Oriented Policing Section (COPS), formed in late 2010, works directly with citizens on the ground level addressing quality-of-life issues like Bias Based Profiling. Officers from the COPS Community Liaison Unit regularly attend Neighborhood Planning unit meetings and community town halls to hear directly from city residents and address their concerns.

Data Collection and Analysis

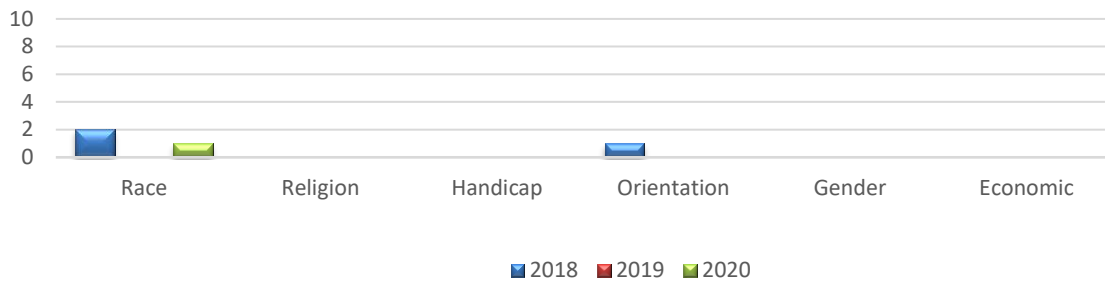
In 2020, there was one (1) incident where a member of the Atlanta Police Department had a citizen complaint filed against them related to Bias Based Profiling. There was an increase from zero (0) incidents in 2019. There were three (3) incidents documented in 2018.

Recommendations

The number of Biased - Based Profiling complaints investigated by the Office of Professional Standards in 2020 (one) experienced an increase from 2019 (zero). No concerns relative to the behavioral patterns of any individual officer, supervisor or shift was identified during a review of 2020 Biased – Based profiling complaints. There were no patterns or occurrences that would specify a need to alter existing policies of the Atlanta Police Department. The Office of Professional standards recommends annual Cultural Diversity Training to increase cultural awareness amongst all Atlanta Police Department personnel.

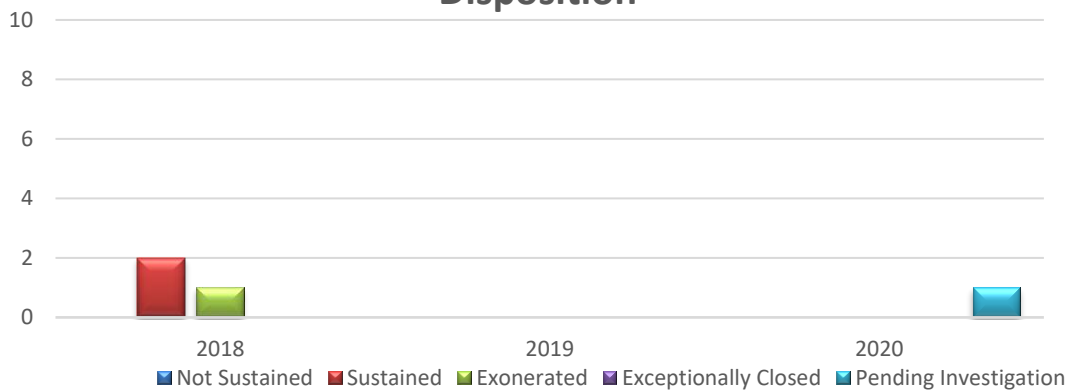
Charts

Percipitating Factors



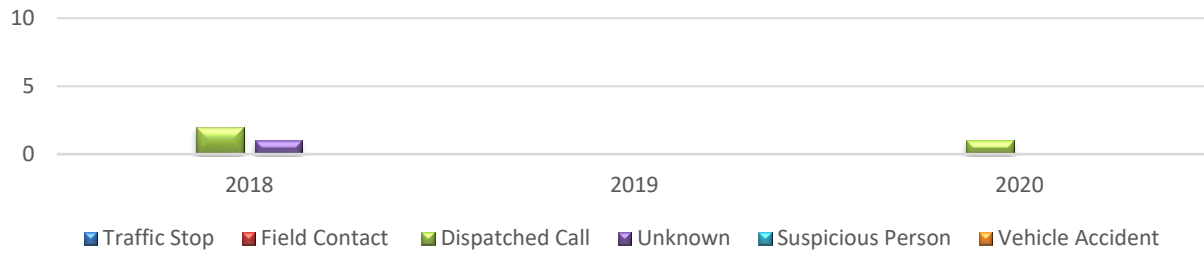
Precipitating Factor			
	2018	2019	2020
Race	2	0	1
Religion	0	0	0
Handicap	0	0	0
Orientation	1	0	0
Gender	0	0	0
Economic	0	0	0
Total	3	0	1

Disposition



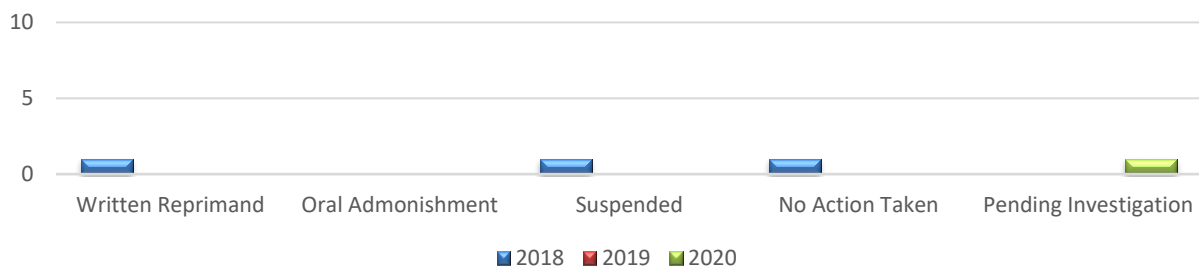
Disposition			
	2018	2019	2020
Not Sustained	0	0	0
Sustained	2	0	0
Exonerated	1	0	0
Exceptionally Closed	0	0	0
Pending Investigation	0	0	1

Reason Citizen Stopped



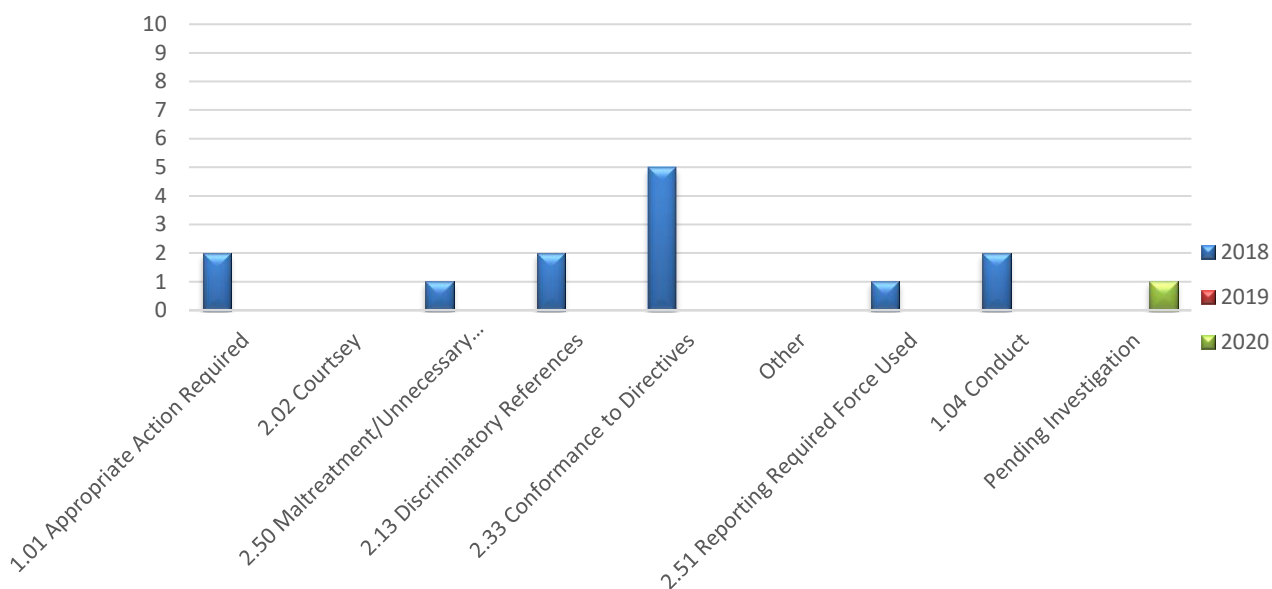
Reason Citizen Stopped			
	2018	2019	2020
Traffic Stop	0	0	0
Field Contact	0	0	0
Dispatched Call	2	0	1
Unknown	1	0	0
Suspicious Person	0	0	0
Vehicle Accident	0	0	0

Action Taken On Officer



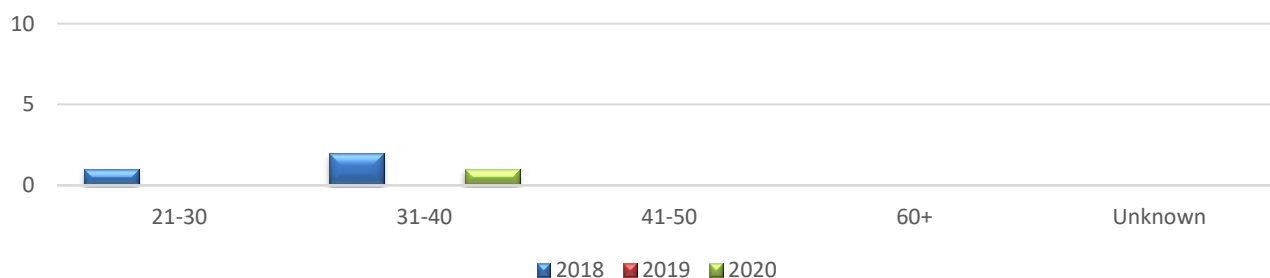
Action Taken on Officer			
	2018	2019	2020
Written Reprimand	1	0	0
Oral Admonishment	0	0	0
Suspended	1	0	0
No Action Taken	1	0	0
Pending Investigation	0	0	1

Allegation(s) Against Officer



Allegation(s) Against Officer			
	2018	2019	2020
1.01 Appropriate Action Required	2	0	0
2.02 Courtesy	0	0	0
2.50 Maltreatment/Unnecessary Force	1	0	0
2.13 Discriminatory References	2	0	0
2.33 Conformance to Directives	5	0	0
Other	0	0	0
2.51 Reporting Required Force Used	1	0	0
1.04 Conduct	2	0	0
Pending Investigation	0	0	1

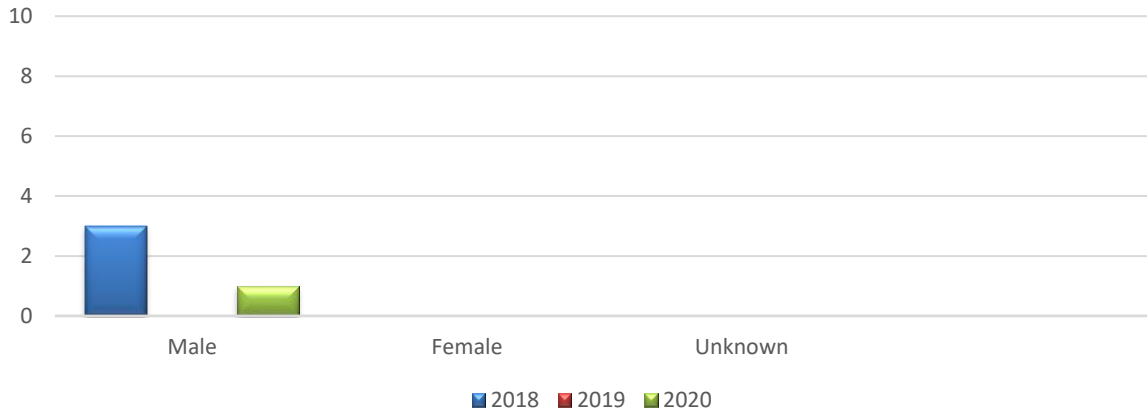
Age Of Officer



Age of Officer			
	2018	2019	2020
21 - 30	1	0	0
31 - 40	2	0	1
41 - 50	1	0	0
51 - 60	0	0	0
60+	0	0	0
Unknown	0	0	0

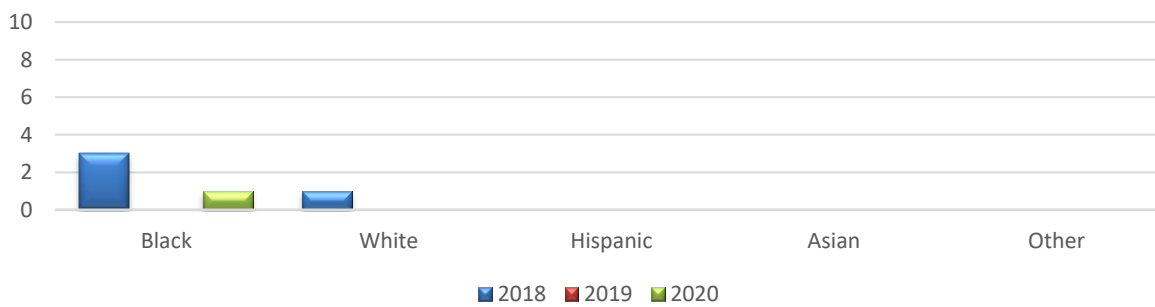
Data Source: IAPro

Gender Of Officer



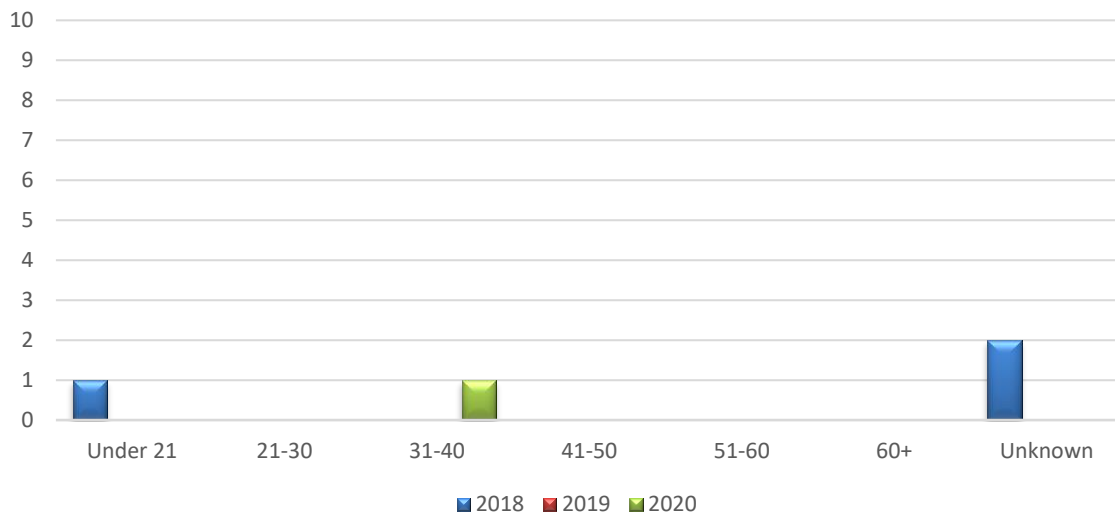
Gender of Officer			
	2018	2019	2020
Male	3	0	1
Female	0	0	0
Unknown	0	0	0

Race Of Officer



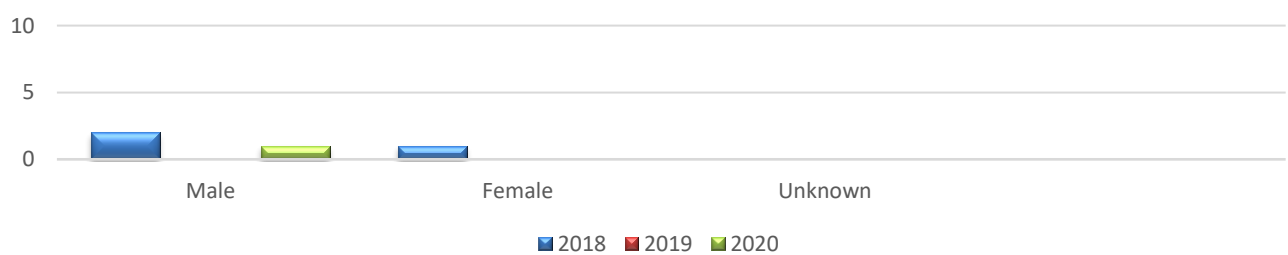
Race of Officer			
	2018	2019	2020
Black	3	0	1
White	1	0	0
Hispanic	0	0	0
Asian	0	0	0
Other	0	0	0

Age of Citizen



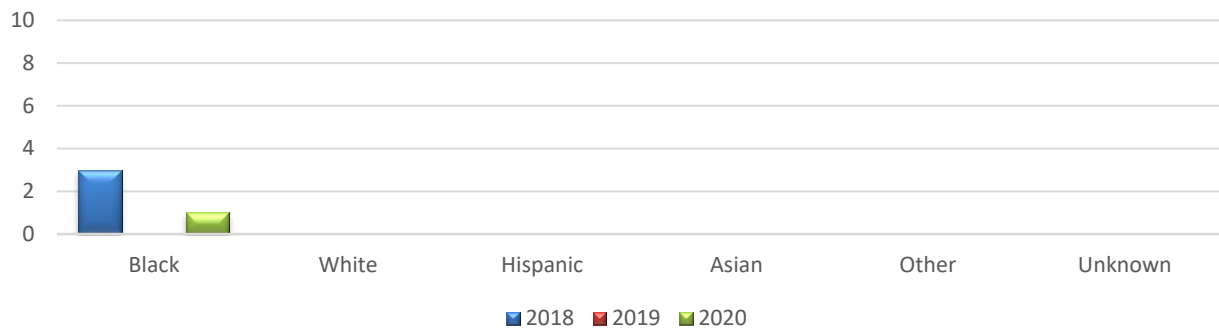
Age of Citizen			
	2018	2019	2020
Under 21	1	0	0
21 - 30	0	0	0
31 - 40	0	0	1
41 - 50	0	0	0
51 - 60	0	0	0
60+	0	0	0
Unknown	2	0	0

Gender of Citizen



Gender of Citizen			
	2018	2019	2020
Male	2	0	1
Female	1	0	0
Unknown	0	0	0

Race Of Citizen



Race of Citizen			
	2018	2019	2020
Black	3	0	1
White	0	0	0
Hispanic	0	0	0
Asian	0	0	0
Other	0	0	0
Unknown	0	0	0