

Understanding Bias-Based Traffic Law Enforcement

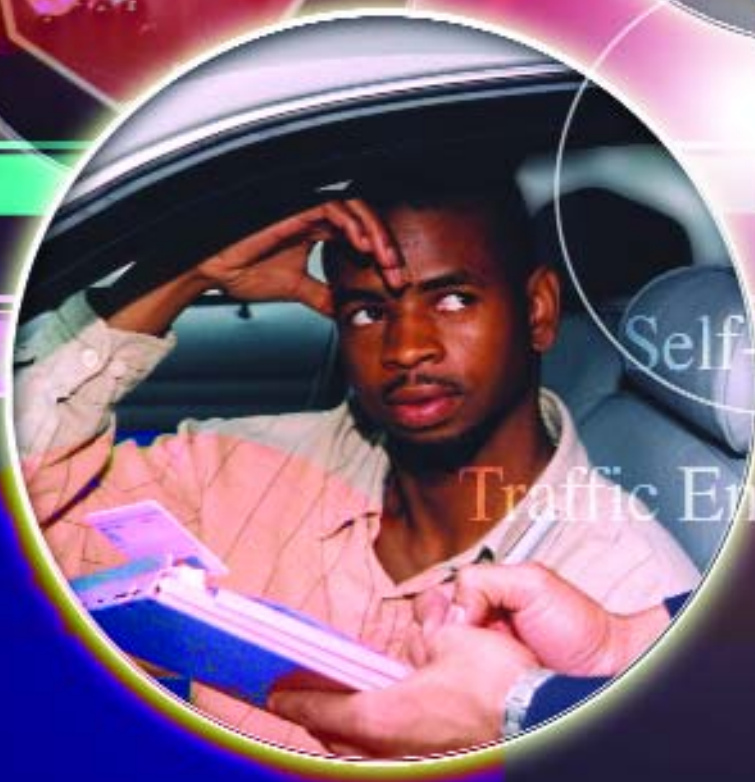


Community Outreach



Data Collection

Self-Assessment



Traffic Enforcement

A Manual to Reduce Bias-Based Traffic Law Enforcement

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INTRODUCTION

Criminal profiling is not new to our occupation or to the communities we serve. In fact, it is one of the oldest tools known to law enforcement. Criminal profiling is a legitimate investigative instrument; however, the practice of bias-based traffic law enforcement based solely on race, gender, religion, physical attribute, or belief is not.

The need to eliminate this practice has reached new heights with the people we serve. This practice threatens the very core of our mission to Serve and Protect. As law enforcement officers/officials, it is vital that we pause and make sure we are using the proper procedures in our traffic stops. Almost every state is attempting to develop a policy to address this issue. Collectively, we have an obligation to seek out ways to eliminate bias-based traffic law enforcement.

The purpose of this manual is to present information on bias-based traffic law enforcement. You will find an assortment of tools that can be used within your department, including:

1. a definition of bias-based traffic law enforcement,
2. a short self-assessment to gauge your needs,
3. a traffic law enforcement section that addresses the traffic stop, effective management, law enforcement officers' rights, and best practices, and
4. techniques for effective community outreach programs, data collection, policies, and training resources to aid further research.

We hope this manual will provide you with a ready source of ideas and information as you go about your duties.



SELF-ASSESSMENT

This assessment is intended to serve as a tool for managers to evaluate the agency's policies and practices to determine if habits exist that could lead to a negative image of the department in the community.

1. Has your law enforcement agency taken a proactive action regarding bias-based traffic law enforcement?
2. How many civil rights complaints has your department received during the past year? What percentage is related to traffic stops?
3. Has your department been negatively portrayed in the media regarding community relations or biased traffic enforcement?
4. Do you collect data on race, ethnicity, etc.?
5. Have you authorized department-wide use of in-car video systems?
6. Is there an effective citizen complaint system in place and is the department responsive?
7. Do you have supervisory control that can identify (early alert) officers who may have patterns of bias-based traffic enforcement?
8. Does your agency have disciplinary policies and training established for officers with patterns of bias-based traffic enforcement?
9. Has your agency instituted proactive actions in building relations with the minority community (for example, meetings with community leaders and neighborhood associations) before problems exist?



WHAT IS BIAS-BASED TRAFFIC LAW ENFORCEMENT?

Bias-based traffic law enforcement, commonly referred to as “racial profiling,” may involve differential treatment based **solely** on any number of personal attributes. This would, for example, include the stopping of motorists, the detention of a person, and/or the searching of a vehicle based solely on the individual’s race, ethnic origin, gender, age, or income status.

In other words, there is no legitimate cause to stop. Most law enforcement officers, agree this practice is unacceptable. Yet, some law enforcement officers engage in this practice on a regular basis.

The issue of considering race as a personal characteristic for a criminal offense that has been committed is not in question. The use of race, ethnicity, gender, age, or income status as a characteristic in general enforcement is illegal and undeniably discriminatory. Bias-based traffic enforcement is inconsistent with the most valued principles of policing. It is an indefensible police tactic that lurks behind the guise of enforcing the law.



TRAFFIC ENFORCEMENT

Deaths, injuries, and economic losses from traffic crashes constitute the number one health problem in many industrialized countries. It is paramount that we collectively and comprehensively pursue the task of reducing this public health crisis as one of our most basic commitments.

As law enforcement officials, we are obligated to provide safe highways and streets for our motoring public, but this does not require bias-based law enforcement. Law enforcement officers should not consider a person's race, ethnicity, national origin, religion, gender, disability or sexual orientation in deciding which drivers are subjected to a traffic stop, search, or other post-stop action. An exception is where officers are on the lookout for, or are seeking to stop, detain, or apprehend one or more specific persons who are identified or described in part by these characteristics.

The law enforcement agency's chief executive is responsible for putting in place procedures for monitoring and assessing the conduct of his/her officers on traffic stops, and he/she should also be prepared to respond to questions from the public and the media regarding these matters. Some suggested methods include, but are not limited to, data collection on race, ethnicity, and gender, citizen satisfaction surveys, sampling techniques, the use of in-car video systems, an effective citizen complaint system, and supervisory oversight.¹

A. Conducting Professional Traffic Stops

Many law enforcement officers and community members have identified "routine" police-citizen encounters (for example, traffic stops) as a source of

potential conflict and tension between law enforcement officers and members of the public, especially where residents in the community believe that law enforcement action is being taken based, in part, on racial stereotypes or bias. To the officer, traffic enforcement contacts are routine, but for the motorist, such contacts are fraught with emotion. Officers should be aware of this and should strive to make each instance educational, leaving the motorist with an understanding that the officer has performed a necessary task in a fair and professional manner.

B. Preventing Bias-Based Traffic Stops

Officers need to make traffic stops based on existing traffic or criminal law violations. Pretextual stops are often sensed by the violator and may evoke a negative reaction. For instance, although safety belt checkpoints can be excellent examples of community policing, saving lives, public education and police visibility. Law enforcement agencies also use checkpoints to deter impaired driving and to ensure highway safety in addition to occupant protection. If the motorist senses that this checkpoint is to detect impaired drivers, as opposed to checking for safety belts, it may turn into a negative situation.

C. Conducting Fair Traffic Enforcement

The guarantee of equal protection to everyone is a fundamental principle of our society. To protect this essential right, law enforcement agencies should adopt policies to ensure that officers perform their duties in a

¹ *Principles for Promoting Police Integrity, Examples of Promising Police Practices and Policies* (U.S. Department of Justice, January 2001) pp. 15-16.

TRAFFIC ENFORCEMENT

non-discriminatory manner. Criminal activity transcends race or ethnicity. Law enforcement officers should not rely on generalized stereotypes, attitudes or beliefs about the propensity of any racial, ethnic, or national origin group to engage in unlawful activity. *There is no allowable trade-off between effective law enforcement and the protection of the civil rights of all Americans; we can and must have both.*

Agencies should have a clear and widely disseminated policy prohibiting differential treatment on the basis of race, ethnicity, national origin, religion, gender, disability, or sexual orientation in the performance of law enforcement duties.

Agencies should mandate that law enforcement personnel receive clear and thorough training throughout their career to address these issues. Additionally, agencies should be prepared to explain their policies on non-discrimination, use of force, search and seizure, and other areas of citizen interaction.

II. Promoting Accountability and Effective Management

Studies of law enforcement agencies have yielded empirical data that a small number of law enforcement officers are responsible for a disproportionate amount of problematic police behavior. Many law enforcement agencies have developed personnel management databases (often called “early warning” systems) to identify problem behavior and allow early intervention to correct that behavior. Generally, these systems are non-punitive, because the intervention prompts a peer review, counseling or additional training, and not formal discipline.

The long-term objective of this type of system is to create a culture of accountability in the agency. Several agencies that have developed early-warning systems have experienced significant reductions in complaints against officers and a reduction in complaint-based litigation.

III. Maintaining the Legitimate Rights of Law Enforcement Officers

Law enforcement officers have statutory rights. No officer should be subject to an unfair investigation of alleged misconduct. Any employee accused of misconduct has a right to be informed of the allegations; to have interrogations conducted at a reasonable time, place, and manner; and to have legal representation at a formal disciplinary hearing.

Such protections, which are noted in the law enforcement officers’ bill of rights in many states, are no impediment to the effective investigation of alleged officer misconduct.²

One aspect of the obligation to serve our communities is to ensure that agency procedures and actions are reasonable and effective. To fulfill this responsibility, agencies should provide a readily accessible process in which community and agency members can have confidence that complaints against agency actions and procedures will be given prompt and fair attention. Such investigation will not only provide for corrective action when appropriate, but also will protect against unwarranted criticism when actions and procedures are proper. A fair and thorough investigation also serves to protect the community, the agency, and its personnel from complaints that are based on misunderstandings or inaccurate information.

² Walker, Samuel, *The Maryland Law Enforcement Officers’ Bill of Rights: A Barrier to Police Accountability*, University of Nebraska at Omaha, January 2001: 2.

COMMUNITY OUTREACH

There has been a tremendous outcry against bias-based traffic enforcement in many parts of the country. In fact, the media often report on police behavior and race-related issues. Community support is the key to getting the public to voluntarily comply with laws before aggressive enforcement becomes necessary. You can begin by building partnerships with advocacy groups, local businesses, schools, judges, prosecutors, and elected officials. Partners can help you get the message out to your community. One of the most important ways to improve police/community race relations is through communication. Use your cable and local television stations, radio, daily and weekly newspapers, and industry magazines to reach out to the community. There is no better way to get your message to the public.

I. Community Assessments

What do you want from your community and what does your community want from you? If a community has a problem with police relations, a multitude of concerns is typically involved. Police community relations should be based on mutual respect. In those communities that have problems, you will find “respect” at the top of the list of concerns. Too often, both community members and the law enforcement officers view police calls to the community as “unwelcome service,” creating tension and apprehension in police officers who do not want to be there, and in a community that does not want police there.

II. Service and Protection

People across America want to feel safe on our roads. However, some community members feel threatened when police are strongly enforcing traffic laws. Therefore, it will benefit law enforcement agencies as well as the community if officers get out of their cars, visit citizens, hold checkpoints and pass out public relations literature, missing persons bulletins, and other general information. The idea is to be ambassadors of service and protection.

Law enforcement also should have a presence in the community even when nothing out of the ordinary is happening. For example, offer assistance with child safety seats, buckle up campaigns, regular town meetings, ride alongs, and self-defense classes. All of these activities emphasize the message of “service and protection.”

Although most American jurisdictions and its law enforcement agencies are not having problems with bias-based policing, several states have been forced to confront racial profiling. In this context, it is only prudent that law enforcement officials take proactive steps to minimize the probability of being charged with differential policing. It is important that law enforcement go to community leaders, express concerns, open lines of communication, and enlist their opinions and support.

III. What Can You Do?

- ▶ Offer training programs to local leaders (mayor, city council members, business owners, etc.) or invite them to your departmental training.
- ▶ Set up a dedicated hotline for motorists to report harassment or suspected bias-based traffic law enforcement.
- ▶ Set up meetings with church leaders to define your objectives in specific communities, and to ensure bias-based policing will not be tolerated.
- ▶ Visit the schools and have your area resource officers address the police/community.

It is important to remember that change comes slowly and officers’ attitudes are slow to change. Community perceptions are also slow to change. But the goal is to establish a dialogue to put this change into motion.

It is the duty of law enforcement to serve and protect equally and without prejudice. To have success at achieving department goals, agencies are encouraged to enlist the community to get the much-needed insight.

DATA COLLECTION

When should we collect data? At first glance, data collection seems to be the cure regarding police and civilian contacts in relation to racial profiling. Data collection also is a tool to analyze actions that may be considered bias-based traffic law enforcement. There is much to be learned from data involving police encounters with citizens. Although police data collection systems cannot cure society of discriminatory acts by law enforcement officers, these systems can identify potential problems.

The systematic compilation of data authenticates community policing and can help engender respect for law enforcement officers. Statistics can be meaningful or

simply a collection of numbers. Agencies should consider the type of facts and records necessary to document its resources and the reasons for its method of handling arrests, stops, and investigations. If the information is not collected, when and if litigation occurs, defensible records will not be available.

Police administrators are in a precarious position. If they decide not to collect data, some persons may assume that they are hiding something. If they decide to gather data, raw interpretations may be improperly analyzed and lead to claims of improper behavior. Therefore, careful analysis of collected data is critical.



RESOURCES

Policies on Bias-Based Policing

Education and training are two of the most important aspects of reducing bias-based traffic law enforcement. However, education and training alone will not heal the troubles of police racial bias. The chief executive must work to develop good policies, policy enforcement, personnel selection, supervision, community relations, and accountability.

Programs aimed at reducing the prospect of biased traffic law enforcement should not be accusatory. Rather, they need to foster positive relationships between management, officers, and the community, which in turn, create departmental honor and public trust.

Listed below are a few government leaders, agencies and foundations with policies or programs that address bias-based traffic law enforcement. Although this list includes a small number of institutions, most web sites have links that lead to more programs.

Racial Profiling in the United States

In his Address to the Joint Session of Congress in 2001, President George W. Bush declared, “Too many of our citizens have cause to doubt our nation’s justice, when the law points a finger of suspicion at groups, instead of individuals. All our citizens are created equal and must be treated equal. It’s wrong and we will end it in America.”³

Memorandum for the Attorney General on Racial Profiling

“I hereby direct you to review the use by Federal law enforcement authorities of race as a factor in conducting stops, searches, and other investigative procedures. In particular, I ask that you work with the

Congress to develop methods or mechanisms to collect any relevant data from Federal law enforcement agencies and work in cooperation with State and local law enforcement in order to assess the extent and nature of any such practices.

I further direct that you report back to me with your findings and recommendations for the improvement of the just and equal administration of our Nation’s laws.”

George W. Bush, February 27, 2001,
White House news release
<http://www.whitehouse.gov>

Wyoming Governor Jim Geringer, July 13, 2001

“Wyoming does not and will not engage in racial profiling. Traffic stops will not be made that violate fundamental civil and constitutional rights or our law enforcement mission and value statements. This resolution clearly states our objection to and commitment against racial profiling in Wyoming.” www.state.wy.us

Bias-Free Policing

2001 Civil Rights Committee

Every police agency should have a policy, which clearly prohibits bias policing. The International Association of Chiefs of Police reaffirms its long-standing position against biased enforcement or any other type of discriminatory practices.

www.theiacp.org

Condemnation of Bias-Based Policing

2001 Narcotics and Dangerous Drugs Committee. Traffic stops should not be made on the basis of the motorist’s race, ethnicity, or economic status, but rather on articulable suspicion or actual violation of a law. www.theiacp.org

³ Address of the President to the Joint Session of Congress, George W. Bush, United States President, February 27, 2001.

RESOURCES

Policies or Organizational Statements on Racial Profiling

Arlington County (VA) Police Department Profiling Policy
www.profilesininjustice.com/laws_art11.html

American Bar Association Resolution on Profiling
www.profilesininjustice.com/laws_art12.html

Florida Highway Patrol Policies on Profiling
www.profilesininjustice.com/laws_art06.html

International Association of Chiefs of Police Resolution condemning race and ethnic profiling traffic stops, Nov. 3, 1999
www.profilesininjustice.com/laws_art08.html

Michigan State Police Policy on Consent Searches
www.profilesininjustice.com/laws_art03.html

Portland, Oregon Area Law Enforcement Non-Discrimination Resolution
www.profilesininjustice.com/laws_art07.html

St. Paul, Minnesota, Policy Statement Regarding Biased-Based Profiling – Ethical Consideration
www.profilesininjustice.com/laws_art09.html

Washtenaw County (Michigan) A resolution supporting the development and implementation of policies, guidelines, and training to ensure fair and unbiased police practices
www.profilesininjustice.com/laws_art10.html

AELE (Americans for Effective Law Enforcement) Specimen Policy on Citizen Stops
 A “Specimen Directive,” written by AELE, which prohibits discriminatory stops, searches and enforcement action
www.aele.org/traffic.html

Florida Traffic Stops Policy
 Sample Professional Traffic Stops Policy and Procedure, adopted by the Florida Police Chiefs Association
www.aele.org/flapol.html

Illinois Policy
 Illinois Association of Chiefs of Police Model Policy on Bias-Based Policing
www.aele.org/ilpol.html

Missouri Policy
 Missouri Police Chiefs Association’s policy to limit law enforcement authority for the enforcement of laws, statutes, ordinances and arrests
www.aele.org/mopol.html

Mount Prospect, Illinois Police Department
 A policy to prohibit a stop, detention or search of a person when motivated by race, color, ethnicity, age, gender or sexual orientation.
www.aele.org/mppol.html

Police Executive Research Forum (PERF) Model Policy
 PERF’s report, “Racially Biased Policing: A Principled Response,” contains a model policy in Chapter 4
www.policeforum.org/racial.html

Schaumburg, Illinois Police Department
 A policy to prohibit racial profiling and any other discriminatory practice
www.aele.org/schpol.html

Policies or Organizational Statements on Data Collection

Statement of Alameda County California Chiefs of Police and Sheriff’s Association on Traffic Stop Collection Policy
www.profilesininjustice.com/laws_art04.html

RESOURCES

Michigan Department of State Police Data Collection Policy
www.profilesininjustice.com/laws_art02.html

California Highway Patrol Policy, (Management Memo 99-160, Sept. 30, 1999) www.profilesininjustice.com/laws_art05.html

Traffic Stops Statistics Study Act of 2000
 The 2nd Session of the 106th Congress authorized the Attorney General to conduct a nationwide study of stops for traffic violations by law enforcement officers
www.aele.org

Publications on Bias-Based Traffic Law Enforcement/Racial Profiling and Data Collection

A Resource Guide on Racial Profiling Data Collection Systems: Promising Practices and Lessons Learned, by Deborah Ramirez, Jack McDevitt, and Amy Ferrell, U.S. Department of Justice, Bureau of Justice Assistance, NCJ 184768.

A comprehensive collection of information, analyses, and insights on the issue of data collection. This monograph surveys the most promising practices from around the nation and makes recommendations for police agencies considering introducing data collection programs. This monograph, NCJ 184768, can be obtained from the National Criminal Justice Reference Service at 1-800-851-3420 or www.ncjrs.org

Driving While Black: Racial Profiling on our Nation's Highways, (June 1, 1999)

This report, by the American Civil Liberties Union, highlights the problem of racial profiling and looks for ways to improve the picture. www.aclu.org

Examples of Promising Police Practices and Policies

by the Department of Justice. Principle for Promoting Police Integrity (January 2001). www.ojp.usdoj.gov

State and Local Law Enforcement Discipline, Accountability, and Due Process Act of 2000.

A contention that there is a significant lack of due process rights for the officer. Prepared by Major Cities Chiefs and Police Executive Research Forum. www.policeforum.org

American Civil Liberties Union: Arrest the Racism

The ACLU has undertaken a major initiative to put an end to discriminatory police stops, including the launch of the *Arrest the Racism Campaign*. www.aclu.org

A NOBLE Perspective: Racial Profiling – A Symptom of Biased Based Policing

National Organization of Black Law Enforcement Executives, May 2001. This report is a primer on the subject, and can be used as part of a training program for law enforcement. www.noblenatl.org

Community - Centered Policing: A Force for Change

A Report by Policy Link, Maya Harris West, Principal Author. This report demonstrates how policing represents a true partnership between police departments and the communities they serve has succeeded in large and small cities all over the nation. www.policylink.org/democracy/police_accountability.html

RESOURCES

**Public Information and Feedback
(Community Surveys)**

Law enforcement agencies should elicit periodic feedback from the public on law enforcement practices and behavior.

www.ojp.usdoj.gov/bjs

A Survey Instrument

The U.S. Justice Department has developed a survey instrument that has been used by several police departments to obtain information from the public about their satisfaction with police performance and their perceptions of police activities.

www.ojp.usdoj.gov/bjs

Making the Grade

The Applied Research Center (ARC) is a public policy, educational and research institute in Oakland, California whose work emphasizes race and public policy. ARC's recent education policy reports and resources include Making the Grade: A Racial Justice Report Card, *Facing the Consequences: An Examination of Racial Discrimination in U.S. Public Schools*, and *No Exit? Testing, Tracking and Students of Color in U.S. Public Schools*. www.arc.org

Profiles in Injustice: Why Racial Profiling Cannot Work

Written by David Harris, Profiles In Injustice is the definitive work on racial profiling, the controversial use of race or ethnic appearance to predict criminal behavior. According to Harris, many believe that racial profiling is just a "common sense" way to fight crime. But Profiles In Injustice shows that this is a myth. One of those beliefs is widely held, seldom questioned, but wrong.

www.profilesininjustice.com

A Resource Guide on Racial Profiling Data Collection Systems

Published by the U.S. Department of Justice (November 2000). The guide, prepared by staff at Northeastern University provides an overview of the nature of racial profiling, a description of the data collected and related activities in California, New Jersey, North Carolina and Great Britain.

www.ncjrs.org/pdffiles1/bja/184768.pdf

Racially Biased Policing: A Principled Response

A full text of research and report from the Police Executive Research Forum.

www.policeforum.org/racial.html

Articles on Bias-Based Traffic Law Enforcement/Racial Profiling

This web site lists articles and sites with information about racial profiling.

www.racerelations.about.com/cs/racialprofiling

This web site lists traffic stop stories, legislation and State cases involving racial profiling. The site also includes links to data collection based sites.

www.csdp.org/news/news/profiling.htm

This web site lists accused airlines of racial profiling. www.usatoday.com/usatonline/20020604/4161986s.htm

Feinstein says racial profiling fears hinder FBI, *San Francisco Chronicle* (June 3, 2002). www.sfgate.com

San Francisco traffic stops show racial disparities, *San Francisco Chronicle* (May 8, 2002). www.sfgate.com

Mayor asks Bill Cosby and Whoopi Goldberg for a Hand/Racial Profiling-Cincinnati Enquirer (April 11, 2002). www.enquirer.com

RESOURCES

Profiling accord ready for signing, *Cincinnati Post* (April 10, 2002).
www.cincypost.com

Protest Marks Death Of Cincinnati Man, *Washington Post* (April 8, 2002).
www.washingtonpost.com

Agreement reached in profiling suit, *Cincinnati Post* (April 3, 2002).
www.cincypost.com

Agreement reached in racial profiling, *Cincinnati Enquirer* (April 3, 2002).
www.cincypost.com

Police deny bias charge - Detroit Free Press (March 22, 2002). www.freep.com

Racial profiling of African, Hispanic (Latino), and Asian Americans. Article addresses the rights of those who feel they have been racially profiled.
www.ethnicmajority.com/racial_profiling.htm

Community link to articles on racial profiling
www.racerelations.about.com/cs/racialprofiling

“Color Scheme”, The Life of Reilly, written by Rick Reilly. August 6, 2002 issue of *Sports Illustrated* addresses Driving While Black among professional athletes.
http://sportsillustrated.cnn.com/inside_game/magazine/life_of_reilly/news/2002/08/06/life_of_reilly

Racially biased law enforcement a national problem. Racial profiling cases around the nation. www.csdp.org/news/news/profiling.htm

Traffic-stop data won't halt debate over racial profiling, *Seattle Times* (March 15, 2002). www.seattletimes.nwsourc.com

Thorny racial profiling debate, *Seattle Post-Intelligencer* (February 12, 2002)
www.seattlepi.nwsourc.com

Racial Profiling in America - includes personal accounts and a 1999 report on racial profiling in the U.S. from the ACLU.
www.aclu.org/profiling

Driving While Black or Brown - questionnaire regarding race-based traffic stops by police. From the northern California chapter of the ACLU.
www.aclunc.org/dwb-question.html

Issues: Racial Profiling - issue profile page from the Center for Policy Alternatives.
www.cfpa.org/issues/racialprofiling

Policy: Racial Profiling - includes federal government texts, key documents, Legislation, and speech transcript by officials. From the U.S. Department of State.
<http://usinfo.state.gov/usa/race/profile/official.htm>

RESOURCES

New Jersey State Legislature Bill - urging the Attorney General of the United States to investigate allegations of racial profiling by the New Jersey State Police. Introduced March 4, 1999. Also: the state senate version.

www.njleg.state.nj.us/9899/Bills/acr/162_i1.htm

Traffic Stop Statistics Study Act of 1999 - proposed bill in the U.S. Senate, April 15, 1999. <http://www.rac.org/legislative/021400.html#traffic>

Traffic Stop Statistics Study Act of 1999-2000 - bill in the U.S. House of Representatives. <http://www.aele.org/HR1443.html>

In testimony before a House Committee (1999)- Accounts from witnesses who accused the U.S. Customs Service of so-called "racial profiling."

www.math.buffalo.edu/~sww/circle/race-profiling/stories.racial.profiling.html

Washington State Patrol News Release on Profiling Policy.

www.profilesininjustice.com/laws_art01.html

Airlines face post 9/11 racial profiling, discrimination suits. The site explores the incident in which separate lawsuits were filed against Continental, American, United and Northwest airlines in federal courts, respectively, in Newark, Baltimore, Los Angeles, and San Francisco, respectively. The plaintiffs are of Middle Eastern or Asian descent who had passed through enhanced airport security checks.

www.cnn.com/2002/LAW/06/04/airlines.discrimination

Training Institutions That Offer Educational Courses on Bias-Based Traffic Law Enforcement Profiling.

Conducting Complete Traffic Stops

Training is intended for state, county and local officers who are interested in developing a proactive traffic enforcement program as a means of deterring and detecting criminal behavior while reducing crashes.

<http://www.nhtsa.dot.gov>

Community Oriented Policing Services (COPS). This organization's primary mission is to deliver community policing training and technical assistance to police departments and sheriff's offices. www.communitypolicing.org/about1.html

Examining Minority Trust and Confidence in the Police

National Institute of Justice. Determining the nature and extent of police behaviors that humiliate, embarrass or physically abuse, and the effects of these behaviors on public attitudes. Contact NCJRS at 1-800-851-3420

<http://www.ncjrs.org/pdffiles1/nij/s/000448.pdf>.

Hate and Bias Crime Training for Law Enforcement and Victim Assistance Professionals

Training familiarizes law enforcement and victim service personnel with the nature of bias crimes, appropriate actions to deter and respond to such crimes, and suggests effective ways to maximize support for and reduce trauma to victims of hate and bias crimes. Contact the Office of Victims of Crimes Training and Technical Assistance Center at (800) 627-6872.

RESOURCES

The International Association of Chiefs of Police (IACP) is the world's oldest and largest nonprofit membership organization of police executives, with over 19,000 members in over 100 different countries. IACP's leadership consists of the operating chief executives of international, federal, state and local agencies of all sizes. IACP offers a variety of courses that deal with bias-based law enforcement.

www.theiacp.org

The National Sheriffs' Association's (NSA) training mission is: "To offer the highest quality training in the most cost-effective manner to the law enforcement community and to research and meet the needs of the office of sheriff." Only the nation's most highly recognized instructors are used to teach classes. Sample Topics Offered: Diversity Training; Media Relations; Community Policing; School Violence; Prevention; Management Audits; Investigations; Crime Mapping and Policy Analysis.

www.sheriffs.org/defaults/defaults_s_training.htm

Racial Profiling and Bias-Based Policing

This is a train-the-trainer course to learn how to train your entire department in bias-based policing from America's leading racial profiling experts. www.noblenatl.org

The Performance Institute is a private think tank that serves as the nation's leading authority and repository on performance-based management practices for public, private and non-profit organizations. Their

mission is to identify, study and disseminate the leading management innovations pioneered by "best-in-class" organizations.

<http://www.performanceweb.org>

Safe and Legal Traffic Stops

This Institute of Police Technology and Management (IPTM) course focuses on the elements of illegal profiling and traffic enforcement functions and how these functions affect us all.

www.iptm.org/index.htm



LEGISLATION AND CASE LAW

A number of states have passed laws to address racial profiling. This is usually in the form of required data collection, but some are more comprehensive.

For additional information on data collection visit the Racial Profiling Data Collection Resource Center web site at <http://www.racialprofilinganalysis.nue.edu> as of August 8, 2002.

CONCLUSION

The issue of racial profiling is not going away. Since this topic has attracted the attention of so many jurisdictions and lawmakers, it is likely to change the way law enforcement will be conducted, as did that of the Miranda laws. It is society's hope that law enforcement will be better off because of these changes.

Our system of justice has withstood the test of wars, famine and civil unrest, with September 11, 2001, being the toughest test of all. Before 9/11, bias-based traffic enforcement was just plain wrong.

Fighting crime and eliminating traffic fatalities and injuries are law enforcement's main concerns. But we cannot take away freedoms of the innocent in trying to find the guilty and yet proclaim to be "the Land of the Free." As law enforcement, we must identify ways to enforce the law without unwarranted interference. We have to find ways to allow people to live with the right to be treated equally before the law, without regard to race, ethnicity, or any other physical characteristic.

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