

	Marquette University Police Department	
	Policy and Procedure Manual Fair and Impartial Policing	
Policy: 2.7	Issued: May 1, 2015	Date Revised: N/A
WILEAG Standards: 1.7.8		IACLEA Standards: 4.1.3

2.7.00 **Purpose**

The purpose of this Policy is to define the Marquette University Police Department’s (MUPD) policy regarding the treatment of all persons by MUPD members.

2.7.10 **Policy**

The Marquette University Police Department expressly prohibits racial profiling and other bias based policing.

MUPD is committed to observing, upholding and enforcing all laws relating to the individual rights of the persons. Department members will respect and protect each person’s human rights and comply with all laws relating to human rights.

In addition to respect for those human rights prescribed by law, Department members will treat all persons with courtesy and dignity which is inherently due to every person as a human being. Department members will act, speak and conduct themselves in a professional manner, and maintain a courteous, professional attitude in all contacts with the Marquette University community and the public in general.

It is a fundamental duty of every officer to be vigilant in the investigation of unusual or suspicious occurrences; to detect violations of the law; to safeguard lives and property; to guarantee all persons fair and equal treatment; and to ensure that the rights of all persons are protected. In meeting these duties the Department remains committed to working actively with all students, faculty, staff and Administration, as well as our local community.

2.7.15 **Scope**

This policy applies to all MUPD employees.

2.7.20 **Definitions**

A. RACIAL PROFILING

Any detention, field interview, or other action that is based solely on the actual or perceived race, ethnicity, color, national origin or ancestry of the targeted person.

B. OTHER BIASED BASED POLICING

Any detention, field interview, or other action that is based solely on the actual or perceived gender, religion, disability, sexual orientation, marital status, parental status, military discharge status, financial status, or lawful source of income of the targeted person.

2.7.25 **Procedure**

A. Department Members

1. Members of the Department are expressly prohibited from engaging in racial profiling and other bias based patrolling/interaction activities.
2. Members will not use the actual or perceived race, ethnicity, color, national origin, ancestry, gender, religion, disability, sexual orientation, marital status, parental status, military discharge status, financial status, or lawful source of income of any person as the sole basis for developing reasonable suspicion or grounds for a field interview, or in deciding upon the scope and substance of post-stop actions.
3. Members, when determining if reasonable suspicion for a field interview exists, or when developing probable cause may consider the above listed factors(race, ethnicity, color, etc.) when one or more of those factors are part of the description of a known or suspected offender wanted in connection with a specific criminal or other type incident.
4. Members must be able to clearly articulate the specific public purpose of any stop to their supervisor, co-worker, or the person that they are stopping, if asked to do so.

5. Members will immediately report any observed violations of this Policy to a Department supervisor.

B. Supervisors

1. Supervisors will monitor the adherence to this Policy by all subordinates.
2. Supervisors shall initiate and internal investigation, in accordance with the procedures established under the Department complaints procedures into the following:
 - a. Violations of this Policy that are directly observed.
 - b. Allegations of a violation of this Policy received from any person.

2.7.30

Training

- A. The Department Training Coordinator will ensure that the policies and procedures established under this Policy are fully incorporated into the new employee training curriculum and yearly at in-service training.
- B. Shift Commanders will ensure that all related roll call training is fully consistent with the policies and procedures established in this Policy.