

**1313.00 BIAS-BASED POLICING**

<b>Responsible Officer:</b>	EVP-COO UC Operations
<b>Responsible Office:</b>	Systemwide Community Safety
<b>Issuance Date:</b>	[The date of issuance by the President]
<b>Effective Date:</b>	[The date that the Policy is first enforceable]
<b>Scope:</b>	The policies and procedures contained within constitute a directive for members of the University of California Police Department (UCPD). They were created to provide direction and guidance to the members of the UCPD and provide the framework of coordination for the protection of the population and resources of the University of California.

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**I. POLICY SUMMARY**

The Systemwide UCPD Bias-Based Policing Policy ensures UCPD provide equitable service to all community members while protecting everyone's civil rights and building trust through transparency and accountability. Officers are prohibited from using protected characteristics defined in California and federal law as the sole reason for stops, searches, or enforcement actions. These factors can only be considered when connected to credible information about specific criminal activity.

The policy requires mandatory reporting to the California Department of Justice, annual internal reviews, and regular training on implicit and explicit bias, cultural awareness, and avoiding profiling. All complaints of bias-based policing activities will be investigated.

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## II. POLICY TEXT

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### *1313.1 PURPOSE AND SCOPE*

This policy affirms the Department's commitment to fair and objective policing.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the University of California Police Department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

All complaints of bias-based policing activity will be investigated.

#### *1313.1.1 DEFINITIONS*

Definitions related to this policy include:

**Bias-based policing** - A reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability (protected characteristics), or affiliation with any non-criminal group as the basis for providing differing law enforcement service or enforcement).

### *1313.2 POLICY*

The University of California Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### *1313.3 BIAS-BASED POLICING PROHIBITED*

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

### *1313.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT*

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code [§8310.3](#)).

Members shall not assist federal government authorities (Government Code §8310.3):

- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.
- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

### *1313.4 MEMBER RESPONSIBILITIES*

Every member of the University of California Police Department shall perform their duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any biased-based actions by another member.

#### *1313.4.1 REASON FOR CONTACT*

Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the individual's protected characteristics.

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved officer should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

#### *1313.2.2 DISCLOSURE AND DOCUMENTATION OF TRAFFIC AND PEDESTRIAN STOP*

An officer conducting a traffic or pedestrian stop shall state the reason for the stop prior to questioning the individual related to a criminal investigation or traffic violation unless the officer reasonably believes that withholding the reason for the stop is necessary to protect life or property from imminent threat, including but not limited to cases of terrorism or kidnapping. (Vehicle Code [§2806.5](#)).

Officers shall document the reason for the stop on any citation or report (Vehicle Code [§2806.5](#)).

#### *1313.4.3 REPORTING OF STOPS*

The University of California Police Department shall collect and report to the California Attorney General detailed data regarding all stops in compliance with the [Racial and](#)

[Identity Profiling Act](#) (RIPA). The data to be collected on each stop by law enforcement includes, among other things (California Government Code [§12525.5](#)):

- (a) Time, date, location, reason for and the result of the stop.
- (b) Perceived race or ethnicity, gender and approximate age of the person stopped.
- (c) Actions taken by the officer during the stop, including whether the officer asked for consent to search; whether a search was conducted; and whether any evidence or contraband was discovered or seized.

The reporting requirements under this section took effect on November 1, 2020. The stop data report shall be completed by the officer at the completion of the stop unless circumstances prevent the officer from doing so, but no longer than by the end of the officer's shift.

The supervisor shall review all stop data to ensure it has been completed by every member of the shift prior to end of watch. If a supervisor cannot check stop data inputs for the officers on their shift in the last hour of the shift, without incurring over-time, they should request the on-coming supervisor to complete those checks.

The primary supervisor remains responsible for ensuring the stop data is completed and each officer submits accurate data on their shift.

### ***1313.5 SUPERVISOR RESPONSIBILITIES***

Supervisors should monitor those individuals under their command for compliance with the law and this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
  - i. Supervisors should document these discussions in the prescribed manner.
- (b) Supervisors should periodically review Mobile Digital Computer (MDC) data and any other available resource (e.g., Body worn cameras, survey feedback mechanisms such as SpidrTech) used to document contact between officers and the public to ensure compliance with the policy.
  - i. Supervisors should document these periodic reviews.
  - ii. Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.

- (d) Retaliation for reporting violations of this policy is strictly prohibited. Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

### *1313.6 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE*

The [Division lieutenant/commander] shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and provided to the [Records Head/Analyst] for required reporting to the DOJ in compliance with Penal Code [§13012](#).

Supervisors should ensure that data stop reports are provided to the [Records Head/Analyst] for required annual reporting to the DOJ (Government Code [§12525.5](#)) (See Local Records Bureau Policy).

### *1313.7 ADMINISTRATION*

Each year, the [Manager/Division] should review the efforts of the University of California Police Department to provide fair and objective policing and submit an annual report, including public concerns and complaints, to the Chief of Police.

The annual report should not contain any identifying information about any specific complaint, member of the public, or officers. It should be reviewed and acknowledged in writing by the Chief of Police to identify any trends, changes in training or operations that should be made to improve service.

### *1313.8 TRAINING*

Training for both sworn and non-sworn members on fair and objective policing and review of this policy shall be conducted annually and include, at a minimum:

- (a) Explicit and implicit biases
- (b) Avoiding improper profiling

#### *1313.8.1 ADDITIONAL STATE REQUIREMENTS*

Training should be provided as directed by the [Training Manager]

- (a) All sworn members of this department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- (b) All members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this department who receives initial bias-based policing training will thereafter be required to complete an approved

refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code §[13519.4\(i\)](#)).

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### **III. COMPLIANCE / RESPONSIBILITIES**

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Each Chief of Police has the responsibility to adopt and publish policies and procedures for the assistance and guidance of the members of their individual campus police departments. Policies and Procedures for campus police departments issued by authority of the Chief of Police shall have the same authority as these Policies.

Local regulations, including General and Special Orders, Procedural Memoranda and instructions may be written more restrictively than Policies Applying to University of California Police Department, however they may not be written to supplant or diminish the Policies and Procedures contained within this Systemwide document.

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### **IV. RELATED INFORMATION**

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Not Applicable.

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### **V. FREQUENTLY ASKED QUESTIONS**

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Not Applicable.

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### **VI. REVISION HISTORY**

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**January 2, 2026:** New. This Policy is also reformatted to meet Web Content Accessibility Guidelines (WCAG) 2.0

**January 7, 2011:** Revised