

## About Racial Profiling

### Definitions

**Racial Profiling:** A law enforcement-initiated action based solely on an individual's race, ethnicity, or national origin rather than on the individual's behavior or on information identifying the individual as having engaged in criminal activity. The term is not relevant as it pertains to witnesses, complainants, persons needing assistance, or other citizen contacts.

The prohibition against racial profiling does not preclude the use of race, ethnicity, or national origin as factors in a detention decision by a police officer. Race, ethnicity, or national origin may be legitimate factors in such a decision when used as part of a description of a suspect or witness for whom a police officer is searching.

**Reasonable Suspicion:** Also known as articulable suspicion. Suspicion that is more than a mere hunch, but is based on a set of articulable facts and circumstances that would warrant a person of reasonable caution in believing that an infraction of the law has been committed, is about to be committed, or is in the process of being committed, by the person or persons under suspicion. This can be based on the observation of a police officer combined with his or her training and experience, and/or reliable information received from credible outside sources.

**Criminal Profiling:** An investigative method in which an officer, through observation of activities and environment, identifies suspicious people and develops a legal basis to stop them for questioning.

## Highland Park Department of Public Safety - Racial Profiling Policy

### Purpose

The purpose of this policy is to unequivocally state that racial and ethnic profiling in law enforcement are totally unacceptable, to provide guidelines for officers to prevent such occurrences, and to reinforce procedures that serve to prevent such occurrences, and to reinforce procedures that serve to ensure public confidence and mutual trust through the provision of services in a fair and equitable fashion, and to protect our officers from unwarranted accusations when they act within the dictates of the law and Department policy.

A fundamental right guaranteed by the Constitution of the United States to all who live in this nation is to equal protection under the law. Along with this right to equal protection is the fundamental right to be free from unreasonable searches and seizures by government agents. Citizens are free to walk and drive our streets and other public places without police interference so long as they obey the law. They are also entitled to be free from crime, and from the depredations of criminals, and to drive and walk our public ways safe from the actions of reckless and careless drivers.

This department is charged with protecting these rights, for all, regardless of race, color, ethnicity, gender, sexual orientation, physical handicap, religion or other belief system. Officers shall conduct themselves in a dignified and respectful manner at all times when dealing with the public.

Because of the nature of their business, law enforcement officers are required to be observant, to identify unusual occurrences and law violations, and act upon them. It is the proactive enforcement that keeps our citizens free from crime, our streets safe to drive upon, and that detects and apprehends criminals. Officers shall actively enforce city ordinances, state and federal laws in a reasonable and professional manner without regard to race, ethnicity or national origin. This policy shall be applicable to all persons, whether drivers, passengers or pedestrians.

### Prohibition

Police Officers of the Highland Park Department of Public Safety are prohibited from engaging in racial profiling.

### Complaint Process

Any person wishing to file a complaint shall not be discouraged, intimidated, or coerced from filing such a complaint, or be discriminated against because they have filed such a complaint.

A person wishing to file a complaint may do so with any HPDPS employee. The employee will give you a HPDPS Personnel Complaint Form. You may also access the form at [www.hptx.org](http://www.hptx.org).

The department prefers that complaints of racial profiling be made within 30 days of the occurrence.

The complaint will be thoroughly investigated and you will be notified of the results.

The Highland Park Department of Public Safety is dedicated to providing exceptional service to its employees and citizens. Department of Public Safety employees are carefully selected, held to the highest standards, and provided with the best training available.

We are interested in the welfare of all citizens and in taking immediate action when our employees have proven derelict in their duties, or are guilty of wrongdoing. If it becomes necessary for you to make a complaint, you can be assured that it will be given a fair and thorough investigation.

### For Additional Information

Please contact the Highland Park Department of Public Safety on-duty supervisor at 214-521-5000.



*The Highland Park Department of Public Safety is An Internationally Accredited Law Enforcement Agency.*

## HIGHLAND PARK DEPARTMENT OF PUBLIC SAFETY

### Values

The values of the Highland Park Department of Public Safety are for each and every employee to maintain the highest levels of integrity and service by:

- Committing to do the right thing for the right reason
- Revering honesty as the foundation upon which all character is built
- Striving each day to earn the trust of those we serve
- Performing our duty with respect for all persons
- Pursuing the highest standards in our calling – Service to Others
- Partnering with the community to provide a safe and secure environment
- Training and working hard to be the best at what we do

### Mission

The mission of the Highland Park Department of Public Safety is to:

- Hire for Character – Seek out specific individuals with high moral and service oriented traits
- Train for Proficiency – Continually upgrade personal and unit competence and skills utilizing the latest methods and expertise
- Provide Unmatched Service – Going above and beyond, not because the community expects it, but because we expect it of ourselves.



## Racial Profiling Complaint Procedures

Highland Park Department of  
Public Safety  
4700 Drexel Dr.  
Dallas, Texas 75205  
214 -521-5000

[www.hptx.org](http://www.hptx.org)