

<b>SUBJECT:                   BIAS-BASED PROFILING</b>
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**BIAS-BASED PROFILING**

- A. The SBI defines “Bias-based profiling” as any law enforcement action that relies on a basis of the race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable groups, rather than the behavior of that individual or group. Bias-based profiling does not include circumstances where the Agent has information that includes any of the above descriptors concerning a suspect for a specific crime where that information is reliable and is likely to lead to the discovery of that individual.
- B. The practice of bias-based profiling by Special Agents of the SBI is strictly prohibited. Agents will still continue to aggressively investigate suspicious persons and circumstances, and to actively enforce the law. Citizens will only be stopped or detained when then there exists reasonable suspicion to believe they have committed, are committing, or about to commit an infraction of the law. Agents shall focus on an individual’s conduct and behavior, or specific suspect information.
- C. Agents of the SBI shall exercise their law enforcement powers in a manner that does not unlawfully discriminate against individuals based on some bias-based profile.
- D. No SBI Agent shall endorse or act upon stereotypes, attitudes or beliefs that a person’s race, ethnicity, or other bias-based profile increases the probability that the person will act unlawfully.
- E. SBI Agents may consider race and ethnicity or any other factor that the agent can articulate in deciding to take law enforcement action only when they possess specific suspect information that is reliable and is likely to lead to the discovery of criminal conduct by that individual. Failure to comply will result in personnel action and/or additional training.
- F. The SBI will conduct annual administrative reviews of complaints from citizens or other officials to insure compliance.

**TRAINING**

The SBI will provide annual training to all Agents as guidance relating to the consideration of race and ethnicity and legal aspects in the SBI’s law enforcement activities.

