



***Hagerman Department of Public Safety***  
***BIAS BASED POLICE PROFILING POLICY***

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*Chief Cassius Mason*

**1. PURPOSE:**

The purpose of this policy is to proclaim that Hagerman Department of Public Safety commitment to unbiased, equitable treatment of all persons in enforcing the law and providing law enforcement services.

**2. POLICY:**

Public trust and confidence in Hagerman DPS is critical to effective law enforcement and is achieved largely through fair and equitable treatment of the public. It is the policy of Hagerman DPS to respect and protect the constitutional rights of all individuals during law enforcement contacts and/or enforcement actions and that such enforcement decisions will not be predicated solely on the basis of an individual's race, ethnicity, color, national origin, language, gender, gender identity, sexual orientation, political affiliation, religion, physical or mental disability or serious medical condition, or economic status.

To this end, biased-based policing and/or profiling in the Department are unacceptable practices that will not be tolerated.

**3. DEFINITIONS:**

**BIASED-BASED POLICING/PROFILING**

The interdiction, detention, arrest or other nonconsensual treatment of an individual because of a characteristic or status, such as race, ethnicity, color, national origin, language, gender, gender identity, sexual orientation, political affiliation, religion, physical or mental disability or serious medical condition, or economic status.

**LAW ENFORCEMENT CONTACTS/ENFORCEMENT ACTIONS**

Includes, but is not limited to, a routine or spontaneous investigatory activity, including an interview, a detention, a traffic stop, a pedestrian stop, a frisk or other type of bodily search or a search of personal or real property.

7. TRAINING

- A. Hagerman DPS provides training to its law enforcement officers during orientation and every two years thereafter to assist officers in adhering to this policy and the Prohibition of Profiling Practices Act, Laws 2009 Chapter 177 1 - 4, NMSA 1978 29-21-1 et seq..

8. INVESTIGATION OF ALLEGATIONS OF ILLEGAL PROFILING

Allegations of illegal profiling will be handled as follows:

- A. All complaints will be investigated by the Director/Chief.
- B. Training will be utilized to address needs based on the outcome of the investigator.
- C. The Director/Chief will submit a redacted copy of all complaints and a description of their disposition to the New Mexico Attorney General. The documents submitted to the Attorney General shall disclose the nature and disposition of the complaint but shall not disclose personal identifying information of a law enforcement officer or complainant.

9. DISCIPLINE

- A. Violation of this policy prohibiting unlawful police profiling is cause for discipline. The Director/Chief will take any action necessary to enforce this policy up to and including termination.

Approved and Effective this \_\_\_\_\_ day of \_\_\_\_\_, 2012

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Cassius G Mason, Director/Chief

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*Police / Fire / Ambulance*

