



GROVELAND POLICE DEPARTMENT
Shawn Ramsey, Chief of Police
6825 SR.50, Groveland, Florida 34736
Phone: (352)-429-4166 Fax: (352)-429-5559



Bias-Based Policing & Profiling

Criminal profiling, also known as psychological profiling, involves the derivation of behavioral characteristics and personality features from crime scene evidence, and can be a useful tool in criminal investigations. Bias based profiling, however, is significantly different. Bias-based profiling is the selection of individuals based solely on a common trait of a group. This includes, but is not limited to, race, ethnicity, gender, sexual orientation, religion, economic status, age or culture.

It is the policy of the Groveland Police Department to patrol in a proactive manner, to investigate suspicious persons and/or circumstances, and to enforce motor vehicle laws. We are here to protect the community. Law enforcement officers are required to use skills developed through training and experience to identify suspicious circumstances, unusual occurrences and violations of law, and to act according to the situation. Therefore, Groveland Police Officers focus on a person's conduct or other specific information and will have reasonable suspicion (*supported by articulable facts*) that the person observed or contacted has committed, is committing, or is about to commit a violation of the law.

At the Groveland Police Department, we want to do the right thing in all instances. Discriminatory enforcement practices like bias-based profiling can alienate our citizens, foster distrust of police in the community, invite media scrutiny, legislative action and judicial intervention, and potentially lead to allegations of constitutional and civil rights violations. As we perform our duties protecting and serving the public, it is imperative that we afford all citizens the Constitutional and fundamental right to equal protection guaranteed by law.

Prohibition on Bias-Based Policing & Profiling

- The Groveland Police Department does not use or condone bias-based profiling/policing.
- The Groveland Police Department has an active citizen complaint process that encourages people to notify supervision of any dissatisfaction.
- The Groveland Police Department will not tolerate the mistreatment of any citizen.
- Members of the Groveland Police Department are instructed to look beyond the traffic stop for indicators of criminal activity while recognizing that those indicators do not include the use of bias-based profiling.
- The Groveland Police Department trains regularly on bias-based profiling/policing, implicit bias, and de-escalation.
- The Groveland Police Department involves the community in reviews of policies related to use of force, use of force incidents, and related statistics.
- The Groveland Police Department is an "A" rated agency by the "ALERT" organization whose website can be viewed at <https://www.alert4justice.org/>

A handwritten signature in black ink that reads "Shawn Ramsey".

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