

## RACIAL PROFILING INVESTIGATION FINDINGS

Once the investigation is complete, the report is reviewed by the Police Lieutenant who makes recommendations based on the findings of the investigation and input from the employee's immediate supervisor.

The Chief of Police will then receive the investigative report and findings to review and approve or disapprove the final recommendations.

When an Internal Investigation is complete, the person filing the complaint will receive notification of the findings. There are four possible findings for an Eagle Police Department Internal Investigation:

**Sustained** – The allegation is supported by sufficient evidence to justify a reasonable conclusion that the alleged misconduct occurred.

**Unfounded** – It is found that the reported misconduct did not occur or did not occur as alleged.

**Exonerated** – The incident occurred, but was lawful and proper.

**Not Sustained** – A determination that the facts presented are insufficient to clearly prove or disprove the allegations. The inquiry into this allegation is inactivated pending development of further information.

Sustained violations will result in immediate action, as directed by appropriate Town Administration Officials and may include discipline, training or other appropriate action.

*This information has been disseminated to the public as part of an educational campaign aimed at informing community members of the complaint process relevant to violations of the Town of Eagle Police Policy and applicable Colorado Law regarding racial profiling and racial biased policing activities. If you believe you were subject to racial profiling or biased policing that did not involve a Town of Eagle employee, please contact the respective jurisdiction of involvement. Our agency may be able to assist with finding the contact information for you.*

Problem identification and assessments are common through interactive communication with our residents and guests. These partnerships provide for safety, security and enhanced quality of life for our community through neighborhood watch activities, aiding in the identification of people, places, vehicles and events of concern.

For an enhanced quality of life and increased public safety, community members are encouraged to play key roles in problem identification and active roles in planning for solutions. Reduction in crime and quality of life attributes are often correlated to vigilant members of our community working in close partnership with the police department with activities - such as calling in immediate reports of suspicious activity, aiding in crime prevention activities, supporting positive community networking functions and assisting with education campaigns.

As public trust is at the foundation to our profession, we are committed to fair, ethical, honest and impartial execution of duties based on our Mission, Vision and Values.

*Our mission is to enhance the quality of life within the Town through partnership and cooperation with our community in the development and delivery of professional police services.*

**Contact a Police Officer 970-479-2200**



200 Broadway Eagle, CO 81631

# RACIAL PROFILING



## Filing a Complaint for Racial Profiling



*Joey Staufer, Chief of Police*



## RACIAL PROFILING

Racial profiling is a discriminatory practice of targeting individuals for suspicion of crime based on the individual's race, ethnicity, religion or national origin.

Racial profiling does not refer to the act of a law enforcement agent pursuing a suspect in which the specific description of the suspect includes race or ethnicity in combination with other identifying factors.

**The Town of Eagle Police Department explicitly condemns racial profiling.**

## PROCEDURAL JUSTICE

The Eagle Police Department promotes the value of procedural justice to ensure partnerships are developed and maintained in our community. This value also instills confidence of trustworthiness and legitimacy with our citizens, visitors and guests. Procedural justice is also the notion that a process is fair and promotes a vision that people have the opportunity to be heard, are treated politely, respectfully, and are judged by a neutral system free of bias.

**Racial profiling does not conform to any methods of procedural justice.**

## TRUST BASED POLICING

Racial and ethnic minority perceptions that the police lack lawfulness and legitimacy, based largely on their interactions with the police, can lead to distrust of the police. Racial profiling erodes at the concept of trust-based policing and is in contrast with the Mission of the Eagle Police Department.

Racial profiling will not be tolerated by members of the Eagle Police Department.

## FILING A RACIAL PROFILING COMPLAINT

Based on our values, the Eagle Police Department does not condone racial profiling or any type of racially biased policing in our community. If you feel you have been a victim of racial profiling or racially biased policing by an Eagle Police Department employee, please contact our detective supervisor at 970-479-2200 or email:

[epd@townofeagle.org](mailto:epd@townofeagle.org)

Once a person has filed a complaint with the Eagle Police Department, an internal inquiry will commence. The inquiry will be assigned to a supervisor and/or investigator. Some of the steps in the process may include, but are not limited to:

- Recorded interview and/or written statement with person filing complaint (note that one may bring an attorney, family member or friend to assist with this process).
- Names of witnesses, descriptions of activities and other facts will be asked. A police photographer may be asked to assist, if necessary.
- It may be requested by the supervisor and/or investigator to return to the area of the alleged misconduct and provide details to the facts of the complaint.

## RACIAL PROFILING INVESTIGATION PROCESS

During the initial interview, an investigator may be able to detail policy and procedure which explains the reasoning for the response of the police officer(s) involved. However, if no reasonable and lawful explanation exists, the police department will investigate the alleged misconduct as an Internal Investigation, in accordance with our Professional Standards Policy. The Internal Investigation may include, but is not limited to:

- Reviewing any known department recorded media related to the incident.
- Interviews with all officers from the incident.
- Review of police reports and department personnel records.
- Interviews with witnesses who were named (if they agree).
- Collection and preservation of evidence, if available.

A report will be prepared. The identity of the person filing the complaint and subsequent reports shall remain confidential to the extent permitted by law, unless further processing is required.

The person filing a racial profiling or racially biased policing report will receive periodic updates from the supervisor and/or investigator. Although it is impossible to estimate how long the investigation will take, the person filing the complaint will receive periodic reports on its status.

## INVESTIGATION



*Note- Filing a fictitious or false police report and/or attempting to influence a public official may subject an offender to criminal charges and/or civil procedures.*







