



# MARION COUNTY SHERIFF'S OFFICE

## POLICY 2155 – UNBIASED POLICING

OAA STANDARD: 1.2.5

### POLICY

This policy applies to all sworn employees of the Marion County Sheriff's Office, Enforcement Division.

1. Deputies will base all investigative field interviews, traffic stops, arrests, searches and property seizures on a standard of reasonable suspicion and/or probable cause as required by the U.S. Constitution and Oregon State Law.
2. Deputies will not target an individual for suspicion of violating a provision of law based solely on the real or perceived factor of the individual's age, race, ethnicity, color, national origin, language, gender, gender identity, sexual orientation, political affiliation, religion, homelessness or disability.
3. The Sheriff's Office will require deputies to articulate specific facts that establish probable cause to arrest, search or establish reasonable suspicion for an investigative stop or field interview.
4. Deputies may take into account characteristics such as an individual's age, race, ethnicity, color, national origin, language, gender, gender identity, sexual orientation, political affiliation, religion, homelessness or disability only when it is a reported descriptor linking a specific person or persons to an unlawful or suspicious incident. Deputies will use this information in the same way as information regarding age, height, hair color, etc. about a specific subject.
5. Deputies will document all persons they interview in a standard report, Field Interview Report (FIR), notebook or computer, unless exigent circumstances prevent the documentation.
6. All traffic stops will result in the issuance of a traffic citation or written warning.
7. Any complaints or grievances of biased policing can be made
  - in person;
  - in writing signed by the complainant and delivered by hand, postal mail, facsimile, electronic mail; or

- by telephone, anonymously or through a third party.
8. The Sheriff's Office shall investigate all complaints alleging profiling that are received by the agency or forwarded from Law Enforcement Contacts Policy and Data Review Committee.
  9. Any complaints or grievances of biased policing will go directly to the Undersheriff for review and assignment to an appropriate investigator.
  10. Supervisors and employees will ask citizen complainants to complete a [Citizen's Complaint form](#).
  11. Supervisors will complete an [Investigative Control form](#) on citizen complaints received.
  12. The Sheriff's Office will follow its procedures set forth in Policy 1141 – Personnel Complaint Procedure while investigating complaints alleging profiling.
  13. In addition to the above procedures the Sheriff's Office will cross report all complaints alleging profiling, and the disposition of all such complaints, to the Law Enforcement Contacts Policy and Data Review Committee.
  14. The Sheriff's Office may reject a complaint or grievance alleging profiling if the Sheriff's Office receives the complaint more than 180 days after the date of the alleged profiling incident.

The Sheriff's Office will provide annual training to all personnel regarding this policy as well as various topics associated with bias-based policing, such as ethics, field contacts, traffic stops, interview techniques, and cultural diversity.

signed  
**SHERIFF JOE KAST**

1/21/2020  
**EFFECTIVE DATE**