



# Richardson Police Department

## 2023 Racial Profiling Analysis

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## Executive Summary

The Texas Code of Criminal Procedure (Article 2.131) specifies that peace officers may not engage in racial profiling. Article 2.132 requires that law enforcement agencies implement anti-profiling policies, including complaint protocols and public education campaigns for the same. Article 2.133 requires that certain data be collected during traffic stops, including the race or ethnicity of persons stopped. Article 2.134 requires “compilation and analysis of the information collected.”

Analysis of the materials furnished by the Richardson Police Department revealed the following with respect to Articles 2.132 and 2.133:

- \* The Richardson Police Department’s Bias-based and Racial Profiling policy (General Order 1.00.14-01) is in compliance with Article 2.132 of the Texas Code of Criminal Procedure.
- \* The Richardson Police Department’s anti-bias training and public education materials are in compliance with sections 2.132(b)(3) and 2.132(b)(4) of the Texas Code of Criminal Procedure.
- \* The Richardson Police Department is in compliance with Article 2.133’s data collection requirements.
- \* The Richardson Police Department is in compliance with Article 2.134, having submitted required data to TCOLE and commissioned this report.

Article 2.134 requires data analysis which includes, among other things, an evaluation and comparison of the number of motor vehicle stops of persons who are recognized as racial or ethnic minorities and persons who are not recognized as racial or ethnic minorities. Specific

attention to stop dispositions, search activities, and search outcomes is also required. Last, racial profiling complaints must be reported.

Analysis of 2023 motor vehicle stop data furnished by the Richardson Police Department (15,499 stops in total) revealed that approximately 44 percent of motorists stopped were White, 32 percent were Black, 13 percent were Hispanic/Latino, 11 percent were Asian/Pacific Islander, and less than one percent were Alaska Natives/American Indian. Other outcomes of note were as follows:

- \* Verbal warning were the most common result from stops (72 percent of stops).
- \* 1,030 searches were conducted; 49 percent of those searched were Black.
- \* The most common reason for a search was probable cause.
- \* Contraband was discovered in 57 percent of searches.
- \* Drugs were the most common form of contraband discovered during searches.
- \* Six racial profiling complaints were filed in 2023. All were unfounded.

## **Introduction**

In addition to summarizing 2023 Richardson Police Department (RPD) statistical data on racial profiling, this report evaluates the agency's policy on racial profiling, its officer training and education protocols, and its complaint process and public education/community engagement activities.

This report was commissioned to ensure RPD was (in 2023) compliant with Sections 2.132, 2.133, and 2.134 of the Texas Code of Criminal Procedure (a full copy of the statute appears in Appendix A). Copies of furnished materials appear in Appendices B and C. The remainder of the report is organized into four sections: (1) review of RPD's racial profiling policy, (2) review of training and education materials, (3) review of RPD's complaint process and public education initiatives, (4) analysis of RPD's traffic stop data and complaints filed.

## **Policy on Racial Profiling**

A review of RPD's Bias-based and Racial Profiling policy (General Order 1.00.14-01—see Appendix B) reveals that it is in full compliance with Article 2.132 of the Texas Code of Criminal Procedure. In particular, the General Order satisfies the following requirements of Article 2.132:

- \* clearly define acts constituting racial profiling;
- \* strictly prohibit peace officers employed by the agency from engaging in racial profiling;
- \* implement a process by which an individual may file a complaint with the agency if the individual believes that a peace officer employed by the agency has engaged in racial profiling with respect to the individual;

\* require collection of information relating to motor vehicle stops in which a ticket, citation, or warning is issued and to arrests made as a result of those stops...

### **Training and Education on Racial Profiling**

Texas Occupation Code Sections 1701.253(c) and 1701.402(e) require that anti-bias training curricula be developed and training certificates issued to Texas peace officers who complete training requirements. Documentation provided by RPD confirms that officers receive anti-bias/racial profiling training consistent with Texas requirements. In addition to providing anti-bias/racial profiling training, RPD also trains officers in Procedural Justice and Active Bystandership for Law Enforcement. As such, RPD is in compliance with Sections 1701.253(c) and 1702.402(e).

### **Complaint Process and Public Education**

Consistent with Texas Code of Criminal Procedure Article 2.132(b)(3) and 2.132(b)(4), RPD maintains a complaint procedure for allegations of racial profiling and provides publication education related to the agency's complaint process (see Appendix C). In particular, the complaint procedure is outlined here: <https://www.richardsonpolice.net/about/contact-rpd/citizen-complaint>. Procedures, including applicable forms, are available and clearly articulated. In addition, RPD maintains a "Police Transparency" page, satisfying the public education component of Article 2.132. The Police Transparency page (<https://www.richardsonpolice.net/about/police-transparency>) contains information on

activities, policies, training, and agency practices related to racial profiling, use of force, body worn cameras, internal discipline protocols, pursuits, crash reports, accreditation, and community engagement.

### **Statistical Data on Racial Profiling**

Article 2.134 of the Texas Code of Criminal Procedure requires the following:

- \* evaluate and compare the number of motor vehicle stops, within the applicable jurisdiction, of persons who are recognized as racial or ethnic minorities and persons who are not recognized as racial or ethnic minorities;
- \* examine the disposition of motor vehicle stops made by officers employed by the agency, categorized according to the race or ethnicity of the affected persons, as appropriate, including any searches resulting from stops within the applicable jurisdiction;
- \* evaluate and compare the number of searches resulting from motor vehicle stops within the applicable jurisdiction and whether contraband or other evidence was discovered in the course of those searches; and
- \* information relating to each complaint filed with the agency alleging that a peace officer employed by the agency has engaged in racial profiling.

The following subsections address each of these four requirements.

#### **Comparative Analysis #1: Number of Stops**

The first three rows of data in Table 1 evaluate and compare the number of 2023 motor vehicle stops of persons who are recognized as racial or ethnic minorities and persons who are

not recognized as racial or ethnic minorities. Also included is the gender composition of persons subjected to motor vehicle stops. The following observations are noteworthy:

- \* There were 15,499 motor vehicle stops in 2023.
- \* Forty-four percent of persons stopped were White.
- \* Thirty-two percent of persons stopped were Black.
- \* Thirteen percent of persons stopped were Hispanic/Latino.
- \* Twenty-nine percent of persons stopped were female.

Table 1 (next page) lacks context insofar as the percentages are not “benchmarked” against the racial/ethnic (or gender) makeup of the population likely to be stopped. This report performs no such benchmarking because (a) it is not required by Texas law and (b) there are no agreed-upon benchmarks to conduct such comparisons.<sup>1</sup> For example, referencing the percentage of the Richardson population within distinct racial/ethnic categories is problematic because not all residents are drivers and/or likely to be subjected to traffic stops.

Also included in Table 1 is information about the reasons for motor vehicle stops. The most common reason for a stop was a moving traffic violation (followed by a vehicle traffic violation, preexisting knowledge, and violation of the law, respectively). No obvious racial/ethnic disparities stand out with respect to the reasons for stops.

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<sup>1</sup> For an overview of the challenges associated with developing racial profiling benchmarks, see R. Neil and C. Winship, “Methodological Challenges and Opportunities in Testing for Racial Discrimination in Policing,” *Annual Review of Criminology* 2(2019):73-98. Also see G. Ridgway and J. MacDonald, *Methods for Assessing Racially Biased Policing*. Santa Monica, CA: RAND Corporation, 2010.

**Table 1: Traffic Stop and Outcomes by Race, Ethnicity, and Gender**

	White		Black		Hispanic/ Latino		Asian/ Pacific Islander		Alaska Native/ American Indian		Total
	Freq.	Pct.	Freq.	Pct.	Freq.	Pct.	Freq.	Pct.	Freq.	Pct.	Freq.
<b>Number of Stops</b>	6,832	44.08	4,911	31.69	2,071	13.36	1,678	10.83	7	0.05	15,499
<b>Gender</b>											
Female	1,984	44.36	1,615	36.11	484	10.82	388	8.68	1	0.02	4,472
Male	4,848	43.96	3,296	29.89	1,587	14.39	1,290	11.70	6	0.05	11,027
<b>Reason for Stop</b>											
Moving Traffic Violation	3,308	43.94	2,214	29.41	972	12.91	1,029	13.67	5	0.07	7,528
Preexisting Knowledge	131	39.70	128	38.79	53	16.06	18	5.45	--	--	330
Vehicle Traffic Violation	3,258	44.50	2,450	33.47	1,004	13.71	607	8.29	2	0.03	7,321
Violation of Law	135	42.19	119	37.19	42	13.12	24	7.50	--	--	320
<b>Result of Stop</b>											
Arrest	221	47.02	188	40.00	42	8.94	19	4.04	--	--	470
Citation	1,415	41.95	909	26.95	636	18.86	412	12.21	1	0.03	3,373
Citation & Arrest	33	41.25	29	36.25	17	21.25	1	1.25	--	--	80
Verbal Warning	4,962	44.45	3,677	32.94	1,307	11.71	1,211	10.85	6	0.05	11,163
Written Warning	201	48.79	107	25.97	69	16.75	35	8.50	--	--	412
Written Warning & Arrest	--	--	1	100.00	--	--	--	--	--	--	1
<b>Force Used?</b>											
Yes	1	100.00	--	--	--	--	--	--	--	--	1
No	6,831	44.08	4,911	31.69	2,071	13.36	1,678	10.83	7	0.05	15,498

Note: Percentages may not sum to 100 due to rounding error.



## Comparative Analysis #2: Stop Dispositions

The dispositions of 2023 traffic stops by RPD appear in the “Result of Stop” rows in Table 1 (see previous page). Noteworthy findings include:

- \* Seventy-two percent of stops resulted in verbal warning, followed distantly by citations.
- \* Citations were considerably more common than verbal or written warnings for Hispanic/Latino persons. No other racial/ethnic discrepancies were obvious.
- \* In 2023, verbal warnings were more common than citations compared to prior years.

Search data appear in the first two rows of Table 2 (next page). Searches were conducted in 1,030 (6.6 percent) of 15,499 traffic stops. Of those, 49.2 percent were of Black motorists compared to 35.5 percent for Whites, 11.4 percent for Hispanics/Latinos, 3.8 percent for Asian/Pacific Islanders, and less than 1 percent for Alaska Natives/American Indians. Again, these percentages lack context without a clear benchmark for the likelihood of someone being subjected to a search during a motor vehicle stop.

Table 2: Searches

	White		Black		Hispanic/ Latino		Asian/ Pacific Islander		Alaska Native/ American Indian		Total
	Freq.	Pct.	Freq.	Pct.	Freq.	Pct.	Freq.	Pct.	Freq.	Pct.	Freq.
<b>Search Conducted?</b>											
Yes	366	35.53	507	49.22	117	11.36	39	3.79	1	0.10	1,030
No	6,466	44.69	4,404	30.44	1,954	13.50	1,639	11.33	6	0.04	14,469
<b>Reason for Search</b>											
Consent	100	42.37	88	37.29	37	15.68	11	4.66	--	--	236
Contraband	19	29.69	31	48.44	9	14.06	5	7.81	--	--	64
Incident to Arrest	35	47.95	31	42.47	7	9.59	--	--	--	--	73
Inventory	12	28.57	14	33.33	13	30.95	3	7.14	--	--	42
Probable Cause	200	32.52	343	55.77	51	8.29	20	3.25	1	0.16	615
<b>Contraband Discovered?</b>											
Yes	214	36.33	305	51.78	51	8.66	18	3.06	1	0.17	589
No	6,618	44.39	4,606	30.89	2,020	13.55	1,660	11.13	6	0.04	14,910
<b>Description of Contraband*</b>											
Alcohol	16	43.24	14	37.84	7	18.92	--	--	--	--	37
Currency	--	--	2	100.00	--	--	--	--	--	--	2
Drugs	187	35.82	278	53.26	39	7.47	17	3.26	1	0.19	522
Stolen Property	2	33.33	4	66.67	--	--	--	--	--	--	6
Weapons	14	25.00	37	66.07	3	5.36	2	3.57	--	--	56
Other	17	48.57	13	37.14	5	14.29	--	--	--	--	35

\* Columns do not sum to 589 because more than one form of contraband may have been discovered/seized.

Note: Percentages may not sum to 100 due to rounding error.

### **Comparative Analysis #3: Searches and Contraband**

Additional details concerning 2023 RPD motor vehicle searches appear in the lower part of Table 2 (previous page). Noteworthy findings include:

- \* Probable cause was the most common reason for a search, followed by consent, incident to arrest, contraband, and inventory, respectively.
- \* Contraband was discovered in 57 percent of searches.<sup>2</sup>
- \* Drugs were the most common type of contraband seized as a result of motor vehicle searches.
- \* No obvious racial/ethnic discrepancies appear in terms of reasons for searches and contraband discovered.

### **Comparative Analysis #4: Complaints**

In 2023, internal records indicated that RPD received six complaints of racial profiling. Pursuant to internal disciplinary procedures, all the complaints were fully investigated by a sworn supervisor and reviewed by the Internal Affairs commander, with final dispositions approved by the Chief of Police. All were unfounded.

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<sup>2</sup> This percentage is also known as the “hit rate.” While there is no national hit rate with which to compare Richardson’s stop data, several previously published single- and multi-site studies indicate that Richardson’s hit rate is substantially higher than that for other agencies. See, e.g., N. Persico and P.E. Todd, “The Hit Rate Test for Racial Bias in Motor-Vehicle Searches,” *Justice Quarterly* 25(2008):37-53; M. Lofstrum, J. Hayes, B. Martin, and D. Premkumar, *Racial Disparities in Law Enforcement Stops*. San Francisco, CA: Public Police Institute of California, 2021; E. Pierson, C. Simoiu, J. Overgoor, S. Corbett-Davies, D. Jenson, A. Shoemaker, V. Ramachandran, P. Barghouty, C. Phillips, R. Shroff, and S. Goel, “A Large-Scale Analysis of Racial Disparities in Police Stops Across the United States,” *Nature Human Behavior* 4(2020):736-45; Texas Department of Public Safety, *2022 Motor Vehicle Stop Data Report*, <http://tinyurl.com/4zj9dkbe> (accessed February 3, 2024).

### **Additional Comparisons**

The Texas Code of Criminal Procedure Article 2.132 also requires the collection of the following information during motor vehicle stops:

- \* whether the peace officer knew the race or ethnicity of the individual
- \* the approximate location of the stop

The data are summarized in Table 3 (next page). Importantly, officers did not know suspect race in 99.73 of traffic stops, which mitigates concerns that profiling was the motivation for vehicular stops.

**Table 3: Additional Information**

	<b>Freq.</b>	<b>Pct.</b>
<b>Race/Ethnicity Known?</b>		
Yes	42	0.27
No	15,457	99.73
<b>Approximate Location</b>		
City Street	14,465	93.33
Country Road	10	0.06
Private Property/Other	484	3.12
US Highway	540	3.48

## Appendix A: Texas Code of Criminal Procedure Profiling Statutes

Art. 2.131. RACIAL PROFILING PROHIBITED. A peace officer may not engage in racial profiling.

Added by Acts 2001, 77th Leg., ch. 947, Sec. 1, eff. Sept. 1, 2001.

Art. 2.132. LAW ENFORCEMENT POLICY ON RACIAL PROFILING.

(a) In this article:

(1) "Law enforcement agency" means an agency of the state, or of a county, municipality, or other political subdivision of the state, that employs peace officers who make motor vehicle stops in the routine performance of the officers' official duties.

(2) "Motor vehicle stop" means an occasion in which a peace officer stops a motor vehicle for an alleged violation of a law or ordinance.

(3) "Race or ethnicity" means the following categories:

- (A) Alaska native or American Indian;
- (B) Asian or Pacific Islander;
- (C) black;
- (D) white; and
- (E) Hispanic or Latino.

(b) Each law enforcement agency in this state shall adopt a detailed written policy on racial profiling. The policy must:

- (1) clearly define acts constituting racial profiling;
- (2) strictly prohibit peace officers employed by the agency from engaging in racial profiling;
- (3) implement a process by which an individual may file a complaint with the agency if the individual believes that

a peace officer employed by the agency has engaged in racial profiling with respect to the individual;

(4) provide public education relating to the agency's compliment and complaint process, including providing the telephone number, mailing address, and e-mail address to make a compliment or complaint with respect to each ticket, citation, or warning issued by a peace officer;

(5) require appropriate corrective action to be taken against a peace officer employed by the agency who, after an investigation, is shown to have engaged in racial profiling in violation of the agency's policy adopted under this article;

(6) require collection of information relating to motor vehicle stops in which a ticket, citation, or warning is issued and to arrests made as a result of those stops, including information relating to:

(A) the race or ethnicity of the individual detained;

(B) whether a search was conducted and, if so, whether the individual detained consented to the search;

(C) whether the peace officer knew the race or ethnicity of the individual detained before detaining that individual;

(D) whether the peace officer used physical force that resulted in bodily injury, as that term is defined by Section [1.07](#), Penal Code, during the stop;

(E) the location of the stop; and

(F) the reason for the stop; and

(7) require the chief administrator of the agency, regardless of whether the administrator is elected, employed, or appointed, to submit an annual report of the information collected under Subdivision (6) to:

(A) the Texas Commission on Law Enforcement; and

(B) the governing body of each county or municipality served by the agency, if the agency is an agency of a county, municipality, or other political subdivision of the state.

(c) The data collected as a result of the reporting requirements of this article shall not constitute prima facie evidence of racial profiling.

(d) On adoption of a policy under Subsection (b), a law enforcement agency shall examine the feasibility of installing video camera and transmitter-activated equipment in each agency law enforcement motor vehicle regularly used to make motor vehicle stops and transmitter-activated equipment in each agency law enforcement motorcycle regularly used to make motor vehicle stops. The agency also shall examine the feasibility of equipping each peace officer who regularly detains or stops motor vehicles with a body worn camera, as that term is defined by Section [1701.651](#), Occupations Code. If a law enforcement agency installs video or audio equipment or equips peace officers with body worn cameras as provided by this subsection, the policy adopted by the agency under Subsection (b) must include standards for reviewing video and audio documentation.

(e) A report required under Subsection (b)(7) may not include identifying information about a peace officer who makes a motor vehicle stop or about an individual who is stopped or arrested by a peace officer. This subsection does not affect the collection of information as required by a policy under Subsection (b)(6).

(f) On the commencement of an investigation by a law enforcement agency of a complaint described by Subsection (b)(3) in which a video or audio recording of the occurrence on which the complaint is based was made, the agency shall promptly provide a copy of the recording to the peace officer who is the subject of the complaint on written request by the officer.

(g) On a finding by the Texas Commission on Law Enforcement that the chief administrator of a law enforcement agency intentionally failed to submit a report required under Subsection (b)(7), the commission shall begin disciplinary procedures against the chief administrator.

(h) A law enforcement agency shall review the data collected under Subsection (b)(6) to identify any improvements



the agency could make in its practices and policies regarding motor vehicle stops.

Added by Acts 2001, 77th Leg., ch. 947, Sec. 1, eff. Sept. 1, 2001.

Amended by:

Acts 2009, 81st Leg., R.S., Ch. 1172 (H.B. [3389](#)), Sec. 25, eff. September 1, 2009.

Acts 2013, 83rd Leg., R.S., Ch. 93 (S.B. [686](#)), Sec. 2.05, eff. May 18, 2013.

Acts 2017, 85th Leg., R.S., Ch. 173 (H.B. [3051](#)), Sec. 1, eff. September 1, 2017.

Acts 2017, 85th Leg., R.S., Ch. 950 (S.B. [1849](#)), Sec. 5.01, eff. September 1, 2017.

Art. 2.133. REPORTS REQUIRED FOR MOTOR VEHICLE STOPS. (a) In this article, "race or ethnicity" has the meaning assigned by Article [2.132](#)(a).

(b) A peace officer who stops a motor vehicle for an alleged violation of a law or ordinance shall report to the law enforcement agency that employs the officer information relating to the stop, including:

(1) a physical description of any person operating the motor vehicle who is detained as a result of the stop, including:

(A) the person's gender; and

(B) the person's race or ethnicity, as stated by the person or, if the person does not state the person's race or ethnicity, as determined by the officer to the best of the officer's ability;

(2) the initial reason for the stop;

(3) whether the officer conducted a search as a result of the stop and, if so, whether the person detained consented to the search;

(4) whether any contraband or other evidence was discovered in the course of the search and a description of the contraband or evidence;

(5) the reason for the search, including whether:

(A) any contraband or other evidence was in plain view;

(B) any probable cause or reasonable suspicion existed to perform the search; or

(C) the search was performed as a result of the towing of the motor vehicle or the arrest of any person in the motor vehicle;

(6) whether the officer made an arrest as a result of the stop or the search, including a statement of whether the arrest was based on a violation of the Penal Code, a violation of a traffic law or ordinance, or an outstanding warrant and a statement of the offense charged;

(7) the street address or approximate location of the stop;

(8) whether the officer issued a verbal or written warning or a ticket or citation as a result of the stop; and

(9) whether the officer used physical force that resulted in bodily injury, as that term is defined by Section [1.07](#), Penal Code, during the stop.

(c) The chief administrator of a law enforcement agency, regardless of whether the administrator is elected, employed, or appointed, is responsible for auditing reports under Subsection (b) to ensure that the race or ethnicity of the person operating the motor vehicle is being reported.

Added by Acts 2001, 77th Leg., ch. 947, Sec. 1, eff. Sept. 1, 2001.

Amended by:

Acts 2009, 81st Leg., R.S., Ch. 1172 (H.B. [3389](#)), Sec. 26, eff. September 1, 2009.

Acts 2017, 85th Leg., R.S., Ch. 950 (S.B. [1849](#)), Sec. 5.02, eff. September 1, 2017.

Art. 2.134. COMPILATION AND ANALYSIS OF INFORMATION COLLECTED. (a) In this article:

(1) "Motor vehicle stop" has the meaning assigned by Article [2.132](#)(a).

(2) "Race or ethnicity" has the meaning assigned by Article [2.132](#)(a).

(b) A law enforcement agency shall compile and analyze the information contained in each report received by the agency under Article [2.133](#). Not later than March 1 of each year, each law enforcement agency shall submit a report containing the incident-based data compiled during the previous calendar year to the Texas Commission on Law Enforcement and, if the law enforcement agency is a local law enforcement agency, to the governing body of each county or municipality served by the agency.

(c) A report required under Subsection (b) must be submitted by the chief administrator of the law enforcement agency, regardless of whether the administrator is elected, employed, or appointed, and must include:

(1) a comparative analysis of the information compiled under Article [2.133](#) to:

(A) evaluate and compare the number of motor vehicle stops, within the applicable jurisdiction, of persons who are recognized as racial or ethnic minorities and persons who are not recognized as racial or ethnic minorities;

(B) examine the disposition of motor vehicle stops made by officers employed by the agency, categorized according to the race or ethnicity of the affected persons, as appropriate, including any searches resulting from stops within the applicable jurisdiction; and

(C) evaluate and compare the number of searches resulting from motor vehicle stops within the applicable jurisdiction and whether contraband or other evidence was discovered in the course of those searches; and

(2) information relating to each complaint filed with the agency alleging that a peace officer employed by the agency has engaged in racial profiling.

(d) A report required under Subsection (b) may not include identifying information about a peace officer who makes a motor vehicle stop or about an individual who is stopped or arrested by a peace officer. This subsection does not affect the reporting of information required under Article [2.133](#)(b)(1).

(e) The Texas Commission on Law Enforcement, in accordance with Section [1701.162](#), Occupations Code, shall develop guidelines for compiling and reporting information as required by this article.

(f) The data collected as a result of the reporting requirements of this article shall not constitute prima facie evidence of racial profiling.

(g) On a finding by the Texas Commission on Law Enforcement that the chief administrator of a law enforcement agency intentionally failed to submit a report required under Subsection (b), the commission shall begin disciplinary procedures against the chief administrator.

Added by Acts 2001, 77th Leg., ch. 947, Sec. 1, eff. Sept. 1, 2001.


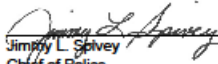
Amended by:

Acts 2009, 81st Leg., R.S., Ch. 1172 (H.B. [3389](#)), Sec. 27, eff. September 1, 2009.

Acts 2013, 83rd Leg., R.S., Ch. 93 (S.B. [686](#)), Sec. 2.06, eff. May 18, 2013.

Acts 2017, 85th Leg., R.S., Ch. 950 (S.B. [1849](#)), Sec. 5.03, eff. September 1, 2017.

## Appendix B: Bias-Based and Racial Profiling Policy

 <p><b>RICHARDSON, TX</b> POLICE DEPARTMENT</p>	<p><b>GENERAL ORDER</b> <b><u>1.00.14-01</u></b></p> <p><b>Bias-based and Racial Profiling</b></p> <p>Previous Revision: February 28, 2020</p>	<p>Issued by:</p> <p> Jimmy L. Spivey Chief of Police Richardson Police Department</p> <p>Effective: January 20, 2003 Revised: March 16, 2020</p>
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- I. PURPOSE
- II. POLICY
- III. PROCEDURE

I. PURPOSE:

The purpose of this Order is to establish policy regarding bias-based profiling, to include racial profiling.

II. POLICY:

It is the policy of the Richardson Police Department that all arrests, investigative stops, motor vehicle stops, pedestrian stops, searches, and seizures performed by officers of the Department are a result of facts and circumstances which can be articulated to support a reasonable suspicion or probable cause as required by state and federal law. Police Officers are prohibited from stopping, detaining or searching any person or taking enforcement action when the officer's actions are solely bias motivated by consideration of the person's race, ethnicity, national origin, religion, gender, sexual orientation, economic status, age, cultural group, or any other identifiable group. Bias-based profiling and racial profiling is prohibited.

III. PROCEDURE:

A. Definition of Bias-based Profiling

1. Bias-based profiling is defined as the detention, interdiction or other contact of an individual based solely on the individual's race, ethnicity or national origin, religion, gender, sexual orientation, economic status, age, cultural group, or any other identifiable group.
2. Race or ethnicity is a means of identifying a particular descent including White, Black, Hispanic or Latino, Asian or Pacific Islander, Alaska Native or American Indian.

B. Officer Responsibility

1. Elements of a person's race, ethnicity, national origin, religion, gender, sexual orientation, economic status, age, cultural group, or any other identifiable group may be taken into account as one element in the totality of circumstances that lead an officer to believe probable cause exists for detaining the individual or that there is reasonable suspicion to conduct an investigative detention.
2. Officers are required to assure all arrests, investigative stops, motor vehicle stops, pedestrian stops, searches, and seizures will be the result of facts and

## Appendix C: Complaint Process

2/16/22, 10:58 AM

The Importance of Your Complaint | Richardson Police Department

### The Importance of Your Complaint

The Richardson Police Department recognizes that its employees are responsible for their conduct where the public is concerned. The department also acknowledges that, at certain times, misunderstandings between citizens and departmental employees can arise. It is essential to the safety of our community that the relationship between police employees and citizens is built on confidence and trust. Law enforcement cannot be effective without this vital conviction by both entities.

Police Officers must be free to exercise their best judgment and initiate proper action in a reasonable, lawful, impartial manner, without fear of reprisal. At the same time, they must observe the rights of all people. The complaint process and appropriate disciplinary procedures not only subject departmental members to corrective action when they conduct themselves improperly, the guidelines also protect them from unwarranted criticism when they discharge their duties properly.

**A disagreement over the validity of a traffic citation is not a complaint.** Such disagreements should be directed to the court that has jurisdiction in the matter.

The Police Department realizes that confusion, different perceptions, or the timeliness of information sometimes will result in descriptions that produce different versions of the same incident. Beyond legitimate error, however, the deliberate making of a false report that the complainant knows to be false or misleading could constitute a violation of State Law.

#### COMPLAINT PROCEDURES

The complaint process is designed to deal with each case factually and fairly. Citizens who file complaints are treated respectfully, and their accusations are taken seriously. All complaints are investigated thoroughly, and all findings are based on impartial evidence gained during the investigation.

However, many complaints can be explained satisfactorily by a visit or telephone call to the employee's supervisor. The supervisor will talk with you about your complaint and try to resolve it.

All complaints begin with an initial investigation conducted by the employee's supervisor. The preliminary investigation will be forwarded to the employee's Assistant Chief of Police for review and assignment. The Assistant Chief of Police will forward the information to either the supervisor or Internal Affairs to complete the investigation. Upon completion, the investigation will be forwarded to the Chief of Police for review and disposition.

#### DISPOSITIONS

After a thorough investigation, the complaint will be classified into one of the following dispositions:

<https://www.richardsonpolice.net/about/contact-rpd/citizen-complaint>

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