



ATHENS-CLARKE COUNTY POLICE DEPARTMENT

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Cleveland Spruill, Sr.
Chief of Police

M E M O R A N D U M

Date: June 17, 2021

To: Chief Cleveland L. Spruill, Sr.

From: Lieutenant Jeffery Johnson

Subject: Biased-based Policing Annual Review for 2020

A. INTRODUCTION

The purpose of this memorandum is to report the Department's annual Bias-based Policing review and identify any enforcement trends that may be of concern to the Department and/or the community. Written Directive 8.02 defines Bias-based Policing as "The practice of using race, ethnicity, religion, gender, sexual orientation, economic status, age, cultural group, or some other identifiable common trait of a group as the sole reason for stopping, detaining, searching, arresting, or taking any other action against a person." Such practices would constitute violations of the Constitution and are strictly prohibited by Department policy.

It must also be recognized that Bias-based Policing concerns should not be limited to analysis of proactive enforcement efforts, such as, traffic and pedestrian stops by uniform patrol (i.e. an officer deciding to stop a person solely based on the person's race, ethnicity, cultural group, etc.). Bias-based actions can also manifest as adverse, unequal, or disparate treatment/service provided to a person based on the person's race, ethnicity, cultural group, etc.

This Bias-based Policing report is based on the general review of; **a**) training records maintained by the Career Development and Training Unit (CDTU); **b**) quarterly Bias-based Policing reports generated at the unit level within the Field Operations Bureau and the Operational Support Bureau; **c**) New World Records Management System (RMS) data maintained by the Department; **d**) Athens-Clarke County Municipal Court records and; **e**) records of Bias-based Policing complaints maintained by the Office of Professional Standards.

B. REVIEW

1. Training Records

Department policy requires initial and ongoing training for all sworn officers on issues related to Bias-based Policing, such as, proactive enforcement tactics; cultural diversity; fair and impartial policing; traffic stops; and search and seizure laws. In 2020, the CDTU offered three (3) half-day classes on Fair and Impartial Policing, which includes specific curriculum on Bias-based Policing and Implicit Bias. The number for these classes were down by two (2) from the previous year of 2019. However, a new training curriculum: Integrating Communications, Assessment, and Tactics (ICAT), was implemented in 2020 and produced thirteen (13) ten (10) hour classes for all officers and communications employees. ICAT is a training program that provides first responding police officers with the tools, skills, and options they need to successfully and safely defuse a range of critical incidents.

Additionally, the CDTU reports that all Department officers completed mandatory Community Oriented Policing training, which is an annual requirement. This training is met by taking one of the following Georgia Public Safety Training Center online courses: Fostering Positive Community Relations, Police Legitimacy, Procedural Justice and Community Relations, and Cultural Awareness.

2. Quarterly Reports

Each quarter, the unit-level Lieutenants submit a brief report documenting their oversight actions and any Bias-based Policing concerns noted for their respective units. I have reviewed the quarterly reports for 2020. The Lieutenants reported that they randomly reviewed Body-Worn Camera videos, randomly responded to calls to observe officers' behavior, monitored officers radio traffic and internal interactions/conversations, reviewed citations issued, reviewed use-of-force incidents and watched Body-Worn Camera videos of these incidents, reviewed incident reports, and conducted monthly inspections and interviews with officers. The Lieutenants reported no concerns or issues to suggest that officers were engaged in Bias-based Policing.

3. RMS Data

Based on current Departmental practices for reporting incidents through the RMS, there is no meaningful way to aggregate and analyze demographic data related to proactive enforcement actions by officers. However, the Department does maintain data on traffic citations/warnings for a select few officers who operate the Tyler Technologies Brazos Electronic Citations (E-Ticket) software.

4. Municipal Court Records

ACC Municipal Court reported that ACCPD officers issued a total of 8,433 citations during the 2020 calendar year. According to the U.S. Census Bureau, the most recent population data documented for ACC is from the 2019 calendar year, which listed the population at 126,913. Using this most recent information, the following chart is a visual depiction of the rates of citations issued by race and gender to the citizen within ACC, which also includes the percentage for demographics:

ACC Population-to-Citation Comparison Based on Race and Gender

	Asian 3.9%	Hispanic 10.9%	Black 28.0%	White 63.2%	Unknown Race/Gender	Unknown Race
Male	65	126	1,711	2,253	0	78
Female	36	39	1,193	1,445	0	64
Totals	101	165	2,904	3,698	1,423	142
Grand Total	8,433					

5. OPS Records

The Department reported 89,061 citizen contacts (or incidents) for the year 2020. Review of OPS records identified only two (2) complaints of Bias-based Policing received by the Department in 2020. Both complaints were investigated at the unit level. One (1) was deemed exonerated, and one (1) was deemed unfounded. There were no corrective actions necessary for the allegations of Bias-based Policing.

C. CONCLUSION

Based on the 2020 review, the policies and procedures of the Department prohibiting Bias-based Policing continues to remain sufficient. The extremely low number of Bias-based Policing complaints compared to citizen contacts in 2020, strongly suggests that the Department, its personnel, and its practices, continue to remain objective, lawful, and free from Bias-based Policing practices. Additionally, the Department continues to offer adequate and sufficient training to its personnel on issues related to Bias-based Policing.