

Oakland County Sheriff's Office
General Order: 1.4



SUBJECT: Preventing Biased Policing and (Reducing) Perceptions of Biased Policing		NUMBER: 1.4
EFFECTIVE DATE: 5/6/2026 REVIEW DATE: Annually	MACP Standard Impact: 1.5.4	
REPLACES AND RESCINDS: GO 1.4 Issued 3/6/2025	DISTRIBUTION: All Personnel	NUMBER OF PAGES: 2

This order replaces and rescinds all previously issued orders, procedures, rules and regulations, notices and/or practices in conflict with those contained within this document.

I. PURPOSE

The purpose of this order is to reaffirm the commitment of the Oakland County Sheriff's Office to unbiased policing, through prevention and the reduction of perceptions of biased policing.

II. POLICY

People having contact with agency personnel shall be treated in a fair, impartial, bias-free, and objective manner, in accordance with the law, and without consideration of specified characteristics as defined in this policy. **(MACP Standards 1.5.4 b)**

III. DEFINITIONS

- A. Biased Policing: Discrimination in the performance of law enforcement duties or delivery of police services, based on personal prejudices or partiality of agency personnel toward classes of people based on specified characteristics. **(MACP Standards 1.5.4 a)**
- B. Fair and Bias-free Treatment: Conduct of agency personnel wherein all people are treated in the same manner under the same or similar circumstances irrespective of specified characteristics.
- C. Specified Characteristics: For the purposes of this policy, real or perceived personal characteristics, to include but not limited to race, ethnic background, national origin, immigration status, gender, gender identity/expression, sexual orientation, religion, socioeconomic status, age, disability, or political affiliation.

IV. PROCEDURES

- A. Impartial Policing
 - 1. All investigative detention, traffic stops, arrests, searches and seizures of property by officers will be based on a standard of reasonable suspicion or probable cause as required by the Fourth Amendment of the U.S. Constitution, the Michigan Constitution, and statutory authority. Deputies must be able to articulate specific facts, circumstances and conclusions which support probable cause or reasonable suspicion for an arrest, traffic stop or investigative detention. Except as provided below, deputies shall not consider race, ethnicity, or national origin in establishing either reasonable suspicion or probable cause.

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2. Only when a specific race, ethnicity or national origin is a descriptor linking a suspect to a particular incident may deputies consider that information in establishing reasonable suspicion or probable cause. The information must be credible, reliable, and relevant.
- B. Preventing Misperceptions of Biased Policing
1. To prevent inappropriate perceptions of biased law enforcement, deputies shall utilize the following strategies when conducting pedestrian and vehicle stops:
 - a. Be courteous, polite, and professional.
 - b. Introduce him/herself (as deputy from the Oakland County Sheriff's Office) and explain to the citizen the reason for the stop as soon as practical, unless providing this information will compromise the safety of deputies or other persons.
 - c. Ensure that the length of the detention is no longer than necessary to take appropriate action for the known or suspected offense.
 - d. Answer any questions the citizen may have, including explaining options for the disposition of the traffic citation, if relevant.
 - e. Provide his/her name and badge number when requested, in writing or on a business card.
 - f. Apologize and/or explain if she/he determines that the reasonable suspicious were unfounded (e.g. after Be on the Lookout 'BOL' stop)
 - g. Pat downs, searches, forceful removal of persons in police vehicles may be conducted when legally authorized and deputy(s) reasonably deem such actions are necessary for protective purposes and to secure evidence or contraband.
- C. Compliance
1. Alleged violations of this policy shall be investigated in accordance with the Internal Investigation policy. Violations of this order shall result in remedial training and/or disciplinary action as set forth in the Sheriff's Office and Oakland County's applicable rules. **(MACP Standards 1.5.4 c,d)**
- D. Supervision and Accountability
1. Supervisors shall ensure that all personnel in their command are familiar with the content of this policy and are operating in compliance with it.
- E. Training
1. All newly hired personnel who have normal contact with the public will receive basic training on subjects related to the impropriety of bias influenced policing to include legal requirements, legal updates and sanctions.
 2. All agency personnel will receive basic and in-service training and, where deemed necessary, remedial training on subjects related to the impropriety of bias influenced Policing to include legal requirements, legal updates and sanctions for violations of both statutes and internal policies and additionally, any related topics suitable for preventing incidents of biased policing. All personnel shall receive annual training regarding Preventing Biased Influenced Policing and Perceptions of Biased Influenced Policing. **(MACP Standards 1.5.4 e)**
- F. Annual Review
1. The Captain of Patrol Services shall complete a written annual meaningful review of the Sheriff's Offices practices and any corrective action taken. **(MACP Standards 1.5.4 f)**



ISSUED BY: Sheriff Michael J. Bouchard