

BDPS



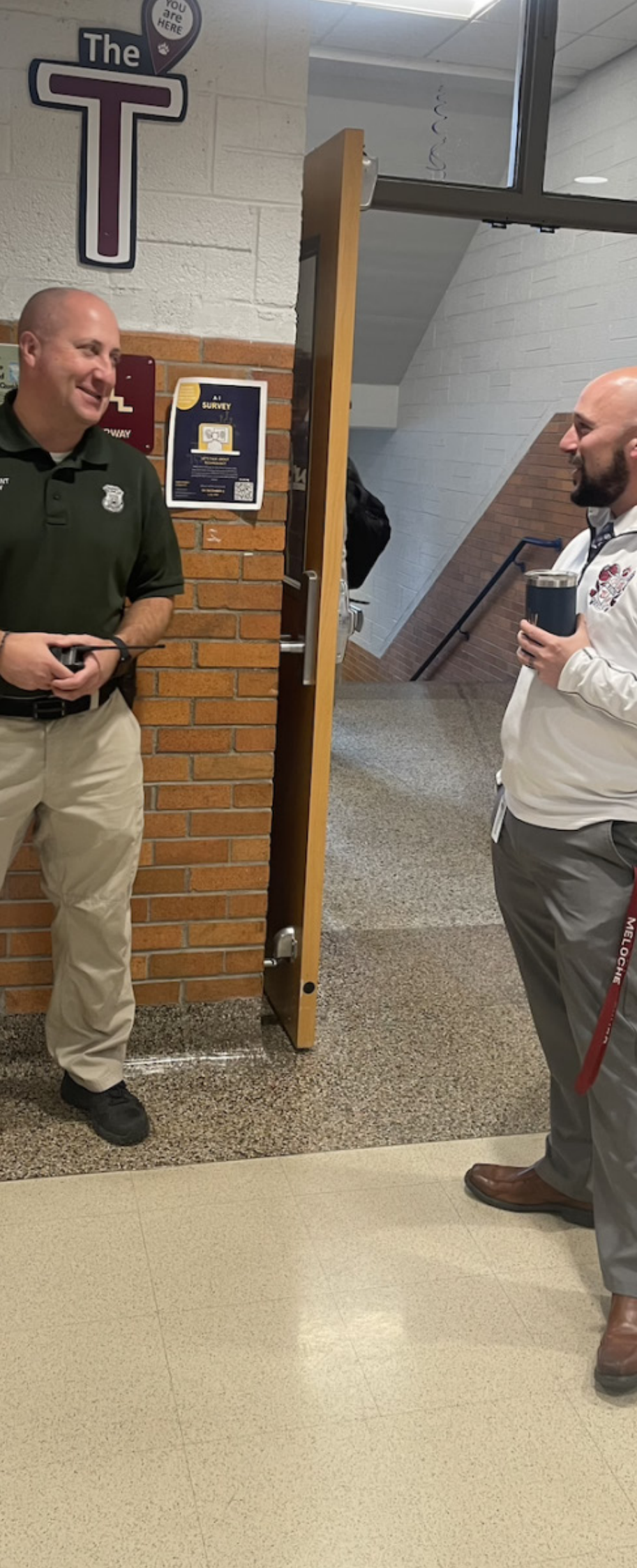
BIAS
Enforcing laws based on someone's race, religion, gender or sexual orientation.

INSIDE
How we investigate & look for BIAS!



2024
BIAS
ANNUAL
REPORT

Image is created from AI and is not a real Berkley Incident



Bias Influenced Policing

What is it?

Bias influenced policing is the selection of individuals for police action or other decision making, inappropriately based on a common trait of a group such as race, ethnic background, heritage, gender, sexual orientation, religion, economic status, cultural group, etc.

Bias-based profiling is strictly prohibited in all law enforcement encounters including but not limited to traffic contacts, field contacts, asset seizure/forfeiture, and other discretionary acts by members of the Berkley Public Safety Department.

Decisions to stop and/or conduct other enforcement activities must be based upon conduct and strictly comply with all provisions of the Constitution and officers should be able to articulate their reasons for these actions

How we Train & Review



Berkley DPS became accredited in 2023, and has created a Bias-Influenced Policing Policy in 2020 that prohibits policing as defined previously.

Most Officers work very hard every day to protect the lives of each and every visitor and resident, to provide the comfort and safety they desire to have.

Every officer that hires in, is trained to prevent biased policing, and then annually we retrain all officers to understand bias, and then how to react to incidents as they occur. We also train to identify and report incidents if they are observed.

01

TRAIN AT BEGINNING AND THROUGHOUT CAREER

03

CONDUCT INTERNAL REVIEWS UPON RECEIPT OF COMPLAINT OF BIAS

Bias, should not be confused with evidence. Knowing or having probable cause that someone is involved in a crime, does not mean that you are using race/gender, or other categories to suspect them, but merely putting facts together based on the reported crime to who the person involved was.

We also review all cases daily, monthly and annually. We look for trends amongst officers to ensure that fair treatment and actions are shown to be unbiased to the best of our ability. If an incident was to happen, then BDPS conducts an internal review to determine if any corrective action is needed.

02

REVIEW CASES DAILY, MONTHLY AND ANNUALLY

04

PROVIDE CORRECTIVE ACTIONS IF WARRANTED

Case Studies



2024

In 2024, there was one complaint, where someone felt that they were stopped, and arrested based on race.

The complaint came in through external channels, and was directed to BDPS to investigate.

The case stemmed from a vehicle stopped for several traffic violations. The driver was arrested for Operating under the Influence and passenger arrested for Carrying a Concealed Weapon.

The passenger made the complaint.

Review

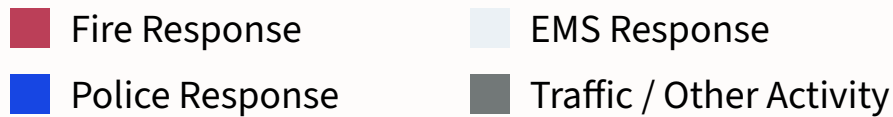
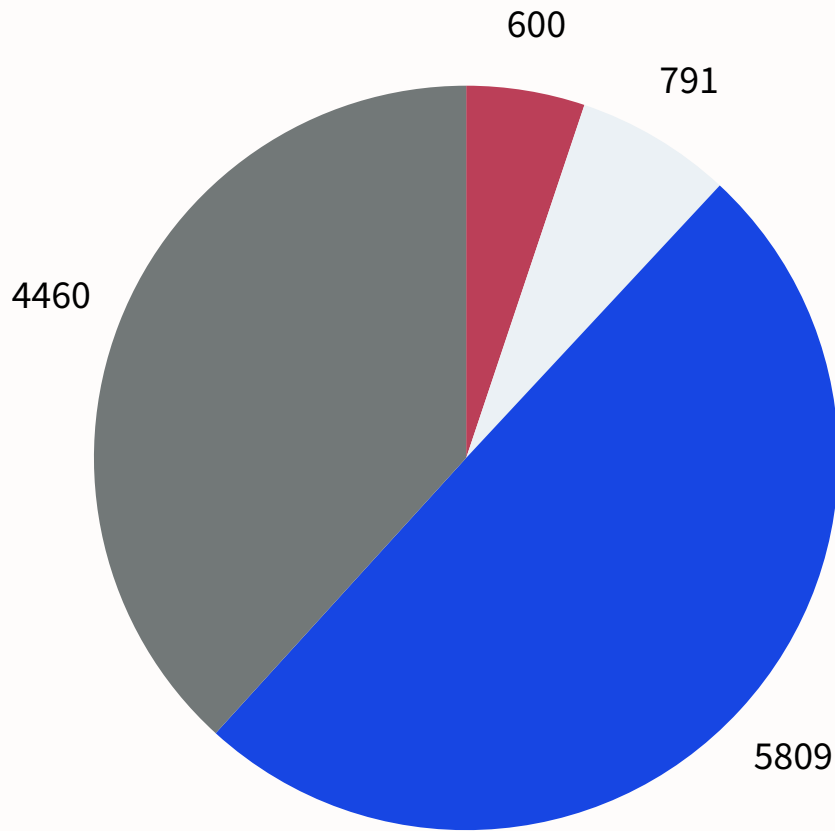
The case was investigated by the Oakland County Prosecutor for charges, as well as Internal Affairs for BDPS.

The officers actions were found to be legal on the stop and arrest. Prosecution was denied based on technicality of the location of weapon, but found no issue with the probable cause for arrest.

There was ZERO evidence to show that any bias was used in the decision to stop or arrest the defendant.

For reference, in 2023 there were two Bias Complaints.

CALL FOR SERVICE



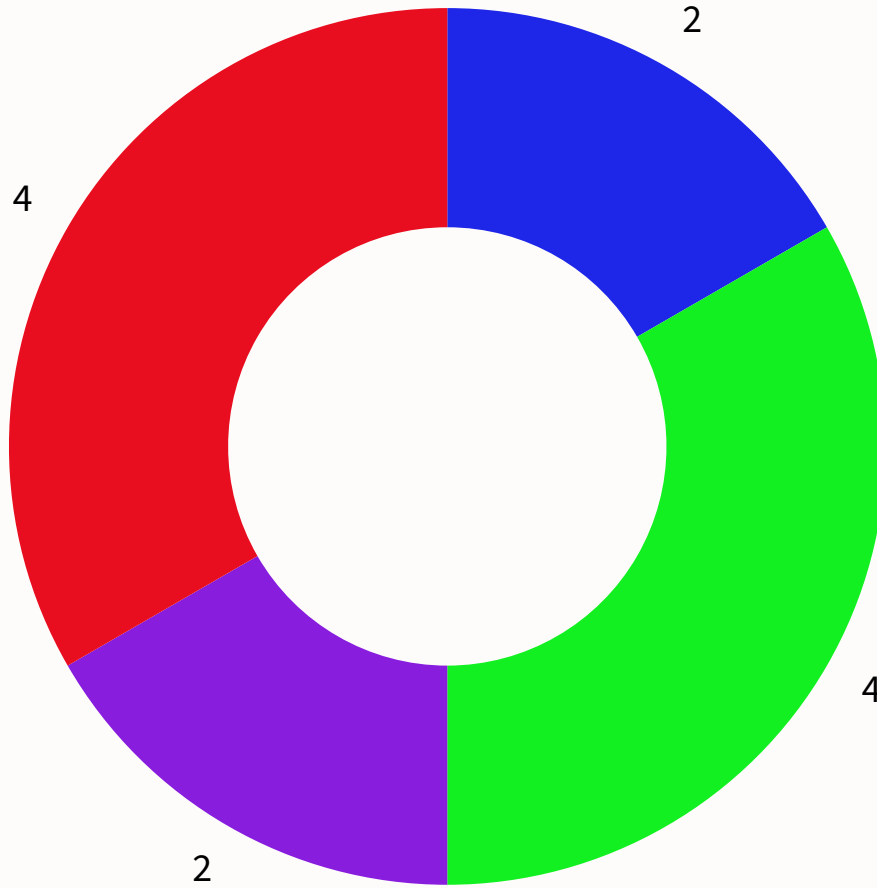
TOTAL CALLS FOR SERVICE = 11,660

2023 - 13,377

2022 - 12,425

2021 - 12,439

INTERNAL REVIEW



- Citizen Complaints
- Internal Complaints
- Discipline Provided
- Unfounded

Out of 11,660 Calls for Service, only 6 lead to Internal Reviews

Discipline can be in the form of Counseling, Verbal or Written Reprimand, Suspension, Demotion or Termination.

SUMMARY

Berkley DPS has had only 1 complaint in 2024, 2 in 2023. We take all complaints seriously, but also understand that one person's perception of Bias, does not mean that it occurred. There should be supporting facts to show Bias. There are other people that do not understand Criminal Law, and think that what an officer is doing is based on a Bias, and may not understand it is based on law.

We also look into the fact, out of the 11,660 calls for service, only one time did someone report a Bias as a possible factor. Officers issued over 2900 citations, without showing bias, ensuring that citations were distributed equally across genders and races, for various reasons.

The Berkley Department of Public Safety (BDPS) is dedicated to working closely with community members to understand their concerns and improve the safety and well-being of everyone in the community. We recognize the importance of addressing bias in policing, and we are committed to ongoing training and education to enhance our officers' understanding of bias and to ensure fair and just practices.

We strive to keep our processes transparent by openly sharing incidents, data, and statistics. By doing so, we aim to demonstrate our genuine care and concern for the safety of all members of the community. We believe that open communication, continuous training, and a commitment to fairness will help foster trust between BDPS and the community.

Chief Summary



Berkley DPS Bias Annual review is conducted to ensure compliance with the most recent Accreditation standards and to foster and promote transparency within the community.

We strive to make all individuals feel they are receiving the best of Berkley's Finest at all times, and in doing so must ensure our house is tidy.

We are grateful to the men and women who each day put on the badge, sworn to uphold the laws, protect the innocent and provide the best Public Safety Service around.

Sincerely,

M. Koehn
Director of Public Safety