



BIASED POLICING

Biased Policing is the inappropriate consideration of specified characteristics while enforcing the law or providing police services. Specified characteristics include, but are not limited to, race, ethnic background, national origin, gender, gender identity, sexual orientation, religion, socioeconomic status, age, disability, political status, or any other legally protected characteristics. Biased Policing by the members of the North Bay Village Police Department is prohibited.

The North Bay Village Police Department enforces the law in a fair and impartial manner, recognizing both the statutory and judicial limitations of police authority while protecting the rights of all persons. To this end, enforcement action, including but not limited to vehicle stops, stop and frisk of an individual, arrests, searches, seizures, the application of force, and initiation of forfeiture proceedings, must be made solely on law, departmental policy, and articulable facts. The basis for any and all enforcement action is strictly based on legal and proper activity. Initiating any action based solely on race, ethnic background, national origin, gender, gender identity, sexual orientation, religion, socioeconomic status, age, disability, political status, or any other legally protected characteristics is strictly prohibited and is cause for Department disciplinary action.

Officers will receive continued training beyond their academy training regarding proactive enforcement, officer safety, cultural diversity, search and seizure, courtesy, and communication skills. This training is done for both new hires to the Department and all sworn personnel annually. In keeping with the Department's Mission Statement, Vision Statement, and Values Statement, training programs will emphasize the need to respect the rights of all citizens to be free from unreasonable intrusion or police action.

Any person may file a complaint with the Police Department if they believe that a North Bay Village Police Officer or civilian police employee has violated Department policies. No person shall be discouraged, discriminated against, intimidated, or coerced from filing such a complaint. The complaint may be made by [web-page form](#), phone, mail, or in person. All complaints are thoroughly investigated, and the person filing the complaint will be notified of the outcome of the investigation.

For further questions about complaints and internal investigation procedures, or if you would like to commend one of our dedicated employees, please use the [web-page form](#) or contact the North Bay Village Police Department at 305-758-2626.

You may also go to the North Bay Village Police Department and speak with a supervisor. The Police Department is located at:

1666 John F Kennedy Causeway, Suite 300
North Bay Village, FL 33141