



CITY OF EL PASO

Evaluation of Police Policies and Procedures to improve Transgender and Gender-Diverse interactions

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Senior Assistant City Attorney E. Gutierrez
Lt. Poust

SAFE & BEAUTIFUL NEIGHBORHOODS

GOAL 2 – SET THE STANDARD FOR A SAFE AND SECURE CITY

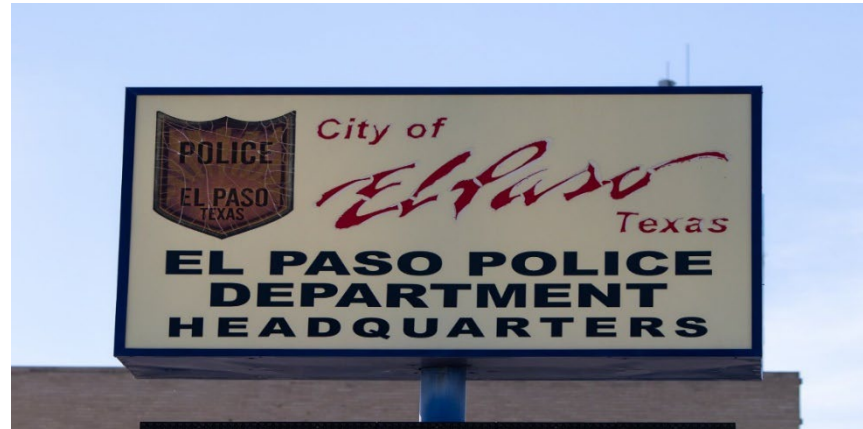


Council Resolution 09/12/2023

City Council directs the City Manager and City Attorney to evaluate new policies and training to potentially improve how transgender and gender-diverse individuals are identified by the El Paso Police Department in its internal and external communications



City Council
Invite participation in the
process from the following
individuals:
Borderland Rainbow Center,
Sun City Pride,
The Gender and Sexualities
Alliance Board,
Texas Rising and
Planned Parenthood



El Paso Police Department
LGBTQ+ Policy Committee
Borderland Rainbow Center
El Paso Sun City Pride
El Paso Genders and Sexuality Alliance Board
Planned Parenthood
Community Member
*Police Association



CITY COUNCIL RESOLUTION

A policy that establishes guidelines for the appropriate treatment of gender-diverse individuals who come in contact with the El Paso Police Department

CO

POLICE POLICIES
AND PROCEDURE

HEALTH
AND SAFETY
CODE


TRAFFIC
LAWS



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El Paso Police Department

 El Paso Police Department Procedures Manual	Chapter 12: Constitutional Policing
1200 Bias Free Policing	Policy Effective: 01/00/2024 Previous Version:

1200 GENERAL

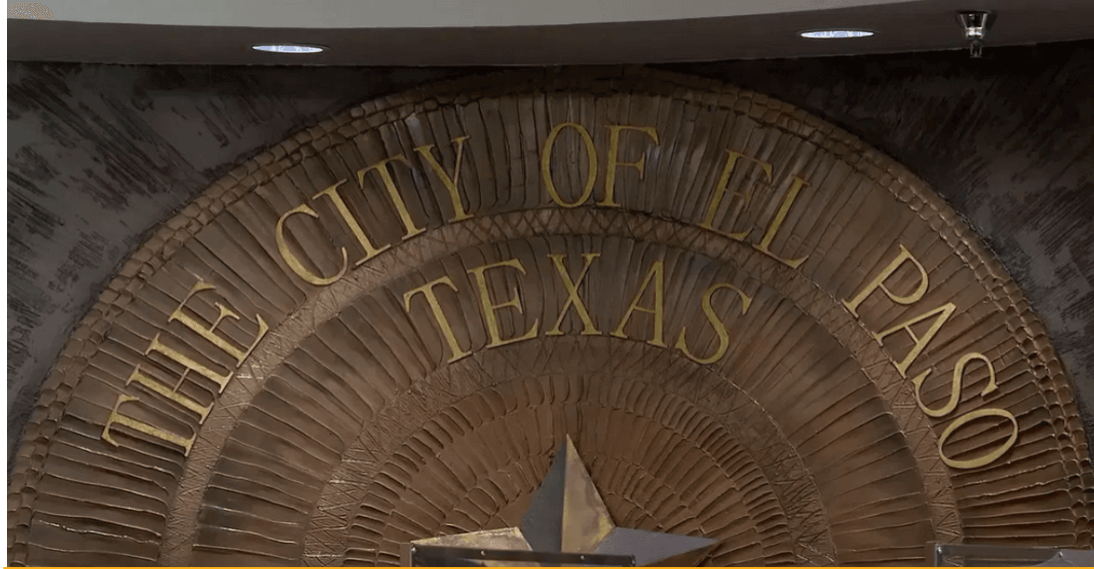
The primary responsibility of the officers of the El Paso Police Department is to protect the people within its jurisdiction and to uphold the Constitution of the United States, the Texas State Constitution and the laws derived therefrom. Employees will respect and uphold the dignity, human rights, and constitutional rights of all persons.

City Council:



Employees will ask an individual about preferred name, gender identity, and pronouns, and will address and refer to individuals by their preferred names, gender identity, and preferred pronouns;

1200.4A



City Council:

Officers will not conduct any searches to determine an individual's sex;

Officers who conduct a frisk must be prepared to articulate the specific factors leading to reasonable suspicion that the officer or others were in danger – these factors shall be listed in the report



Before beginning the frisk of a person, officers should let the person know that they are going to conduct a frisk.

The officer should begin the frisk of a person at the part of the person's outer clothing most likely to contain a weapon or dangerous instrument

City Council:

Whenever possible two officers will be present for searches of individuals, except in the case of an emergency, such as when someone's life is in danger;

Officers will not seize or remove appearance-related items, if those items will not typically be confiscated from non-gender-diverse individuals;



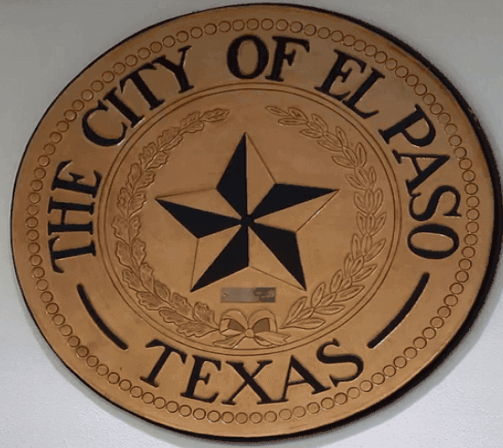
City Council:



Officers will transport and house individuals alone, whenever possible;

When transferring custody of gender-diverse individuals to other law enforcement agencies or other facility, the officer will verbally advise the receiving agency/officer that the individual is gender-diverse and will relay any relevant identification related information, including how the individual would like to be addressed

City Council:



When completing official handwritten or electronic EPPD documents, the employee will include the individual's adopted name as the "Also Known As (AK.A.)" name.

POLICE REPORT	
Case No: _____	Date: _____
Officer: _____	Prepared By: _____
Incident: _____ _____ _____ _____	
Detail of Event: _____ _____ _____ _____ _____	
Action Taken: _____ _____ _____ _____	

Bias-free policing policies that ensures the Police Department is committed to providing services and enforcing laws in a professional, nondiscriminatory, fair, and equitable manner and ensures the department recognizes that bias-based policing is the different treatment of any person by officers motivated by any characteristic of protected classes under state, federal, and local laws, such characteristics include, but are not limited to, age, disability status, economic status, familial status, gender, gender identity, homelessness, mental illness, national origin, political ideology, race, ethnicity, or color, religion, or sexual orientation

EPPD

**Bias Free Policing –
Conduct of agency
personnel wherein all
people are treated in
the same manner under
the same or similar
circumstances
irrespective of specified
characteristics**

TRAINING

City Council:

Every employee is responsible for knowing and complying with bias-free policing policies and the Chief of Police is tasked with reinforcing that bias-based policing is unacceptable through specific yearly training, regular updates, and such other means as may be appropriate;

El Paso Police Department:

1200.3 DEPARTMENTAL TRAINING

Every employee is responsible for knowing and complying with bias-free policing policies and the Chief of Police is tasked with reinforcing that bias-based policing is unacceptable. The Training Academy will conduct training yearly to all officers. Civilian employees will receive non-law enforcement related training. Training may include but not be limited to:

- A. Bias Free Policing
- B. EPPD policy 1200
- C. Gender diversity
- D. Respect of persons' choice
- E. Searches
- F. Sexual Harassment
- G. Whistleblower Policy
- H. Non-Discrimination Policy



EPPD currently teaches a four hour training on implicit bias to new recruits



QUARTERLY REPORT

City Council:

The chief legal officer will prepare a report that describes and analyzes bias-based policing allegations during each quarter and the status of the Department's effort to prevent bias-based policing, and any disparate impacts of policing, and will make the report available to the public on the El Paso Police Department's website.

El Paso Police Department:

1200.8 QUARTERLY REPORTS

Internal Affairs will produce a quarterly report documenting the complaints received during each quarter of allegations of bias-based policing, along with the Department's efforts to prevent bias-based policing, and any disparate impacts of policing. The report will be forwarded to the City Attorney for review and ultimately available to the public on the El Paso Police Department's website.



City Council:

A policy that outlines the Department's response to hate crime offenses, malicious harassment, and other incidents involving bias

El Paso Police Department:

421.2 REPORTABLE HATE CRIMES

Murder

Robbery

Burglary

Motor Vehicle Theft

Simple Assault

Vandalism

Rape

Aggravated
Assault

Larceny-Theft

Arson

Intimidation

SAFE PLACE

Directed towards Business Community, Schools (anti-bullying) and Medical Facilities

1. Have hate crime/bias policies in place
2. Create internal and external training program
3. Develop a website
4. Develop a mechanism to accept applications/requests
5. Receiving training from SPD
6. Create logo/artwork
7. Create a position/agency liaison

Law enforcement initiative to be solely managed and implemented by law enforcement personnel

A law enforcement agency must:

Assign a liaison officer, deputy or agent to promote coordinate, respond to community concerns and coordinate this initiative within the community

Must be fully committed to this initiative

Explain concept, mission, and goals to other officers, public, media etc.





SAFE PLACE

This business is a SPD Safe Place Location.

If a victim of a hate crime comes in to your business:

- Call 911 immediately, give the call taker as much information as possible.
- Let the victim stay in a public area within your business until the Police arrive.

If the victim leaves, call 911 back and advise that the victim has left. Give a description of their clothing and direction of travel, so we can attempt to contact them. So we can properly address suspects, collect evidence, and get their incident properly reported.

This program is for ALL hate crimes

Within the City of Seattle protected classes includes: Race, color, religion, ancestry, national origin, gender, sexual orientation, gender expression, gender identity, mental, physical - or sensory disabilities, homelessness, marital status, political ideology, age, or parental status.



NOW HIRING



JOINEPPD.COM

MISSION



Deliver exceptional services to support a high quality of life and place for our community.

VISION



Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government.



VALUES

Integrity, **R**espect, **E**xcellence,
Accountability, **P**eople

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ENVIRONMENTAL
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CITY OF EL PASO

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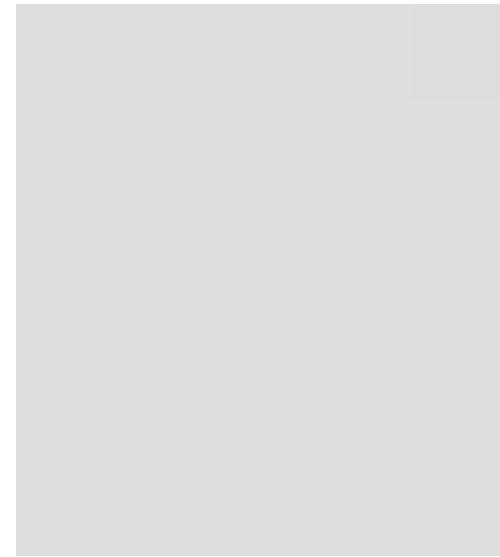
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MISIÓN



Brindar servicios excepcionales para respaldar una vida y un lugar de alta calidad para nuestra comunidad

VISIÓN



Desarrollar una economía regional vibrante, vecindarios seguros y hermosos y oportunidades recreativas, culturales y educativas excepcionales impulsadas por un gobierno de alto desempeño



VALORES

Integridad, Respeto, Excelencia,
Responsabilidad, Personas

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Department/Division



General

