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## Operational Manual

ROYAL CANADIAN MOUNTED POLICE

[Part 38 -- Table of Contents](#)

Amended: 2011-09-28

Bulletin

### 38.2. Bias-Free Policing

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(For information regarding this policy, contact National Crime Prevention Services, Contract and Aboriginal Policing.)

#### 1. General

1. 1. Pursuant to the [Canadian Charter of Rights and Freedoms](#), the [Canadian Human Rights Act](#), sec. 37, [RCMP Act](#) and sec. 48, [RCMP Regulations](#), RCMP members will provide equitable policing services to all people, while respecting diversity, as outlined in the bias-free policing definition in sec. 2.1.
1. 2. Bias-free policing supports the RCMP's [mission, vision, values and commitments](#), which includes the RCMP's principles of community policing.
1. 3. Racial profiling includes any action or increased scrutiny against an individual based on his/her race, colour, ethnic or national origin.
1. 4. All operational and administrative directives must comply with the bias-free policing directives.
1. 5. Bias-free policing does not preclude the RCMP from conducting when necessary, specialized activities including the legitimate use of relevant information, indicators or the examination of behaviour to support police actions against criminal or potential criminal activity. These activities may include threat assessments, sex-offender profiling, intelligence/criminal analysis, geographical profiling or scientifically based information gathering, e.g. fingerprints and future biometric technology, permitted by law. Personal characteristics, listed in sec. 2.1, are never indicators of criminal activity.
1. 6. To identify a suspect, employees may continue to use observable physical descriptors, e.g. height, weight, hair and eye colour, an individual's race, skin colour or ethnicity, if such factors are relevant to describing a suspect.
1. 7. The principles of bias-free policing must be reflected in all employee relationships and in recruitment, cadet field training and in-service training.

#### 2. Definitions

2. 1. **Bias-free policing** means equitable treatment of all persons by all RCMP employees in the performance of their duties, in accordance with the law and without abusing their authority regardless of an individual's race, national or ethnic origin, colour, religion, gender, sexual orientation, marital status, age, mental or physical disability, citizenship, family status, socio-economic status, or a conviction for which a pardon has been granted.
2. 2. **Racial or colour profiling** means attributing certain criminal activity to an identified group in society on the basis of race or skin colour resulting in the targeting of individual members of that group. Racial profiling may be consciously or unconsciously held.
2. 3. **Employee** includes all ranks, levels, and categories of persons employed by the RCMP.

**3. Employee**

- 3. 1. Do not engage in racial profiling.
- 3. 2. Provide all police services in accordance with the definition of bias-free policing. See sec. [2.1](#).
- 3. 3. You will be held accountable for, and must be able to articulate, the reasons for your actions.
- 3. 4. Immediately report to your supervisor/detachment commander, all allegations and observed incidents by employees in contravention of the bias-free policing policy.

**4. Detachment Commander/Supervisor**

- 4. 1. Ensure that employees under your command act in accordance with the bias-free policing policy and that your direction complies with these directives.
- 4. 2. Biased behaviour, intentional or unintentional, requires immediate intervention or investigation.
- 4. 3. For early prevention or intervention, consult with community leaders on issues of mutual concern and continue to establish community partnerships, e.g. with community leaders, community consultative groups, outreach programs.
- 4. 4. Immediately report all incidents/allegations in contravention of bias-free policing to your Commanding Officer/Cr. Ops. Officer. Include the following headings in your report: issue, background, current status, recommendation/strategic advice.

**5. Commanding Officer/Cr. Ops. Officer**

- 5. 1. Report all incidents/allegations in contravention of bias-free policing to the OIC National Crime Prevention Services.

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**References**

- *Policing a Country Within a City*, Toronto Police Service Study
- [United Nations Code of Conduct For Law Enforcement Officials - Article 1 and 2](#)
- *Brown v. Durham Regional Police Force* (1998), 43 O.R. (3d) 223
- *Hum v. RCMP* (1986), 8 CHRR D/223 (F.C.A.)
- *R. v. Villatoro* (2002) B.C.J. No. 2293 (Prov. Ct.)
- *R. v. Campbell* (2005) Q.J. No. 394 (C. of Qbc)
- *R. v. Byfield* (2005) O.J. No. 228 (O.C.A.)
- [RCMP Contract and Aboriginal Policing](#)
- [Human Rights Code](#)

Amended: 2011-09-28

Important Notices

Exhibit: *National Inquiry into Missing and Murdered Indigenous Women and Girls*

Location/Phase: Part 2: Regina

Witness: Brenda Lucki,

Submitted by: Anne Turley, Canada

Add'l info: PO2 PO2 PD101

Date: JUN 25 2018

Initials

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I/D

Entered

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