Report of the Advisory Committee on Bias-Based Profiling by Law Enforcement Officers and Law Enforcement Agencies

Presented to the
Joint Standing Committee on
Criminal Justice and Public Safety
on
February 2, 2012

EXECUTIVE SUMMARY

In 2009, the Maine Legislature enacted 25 M.R.S. Chapter 355. That law established an *Advisory Committee on Bias-Based Profiling by Law Enforcement Officers and Law Enforcement Agencies*. The Legislature instructed the Advisory Committee to:

A. Work with the Maine Criminal Justice Academy on the issue of bias-based profiling;

B. Work with law enforcement agencies to determine if bias-based profiling occurs and offer proposals to address the matter;

C. Make recommendations to the Maine Criminal Justice Academy on curricula regarding bias-based profiling;

D. Conduct outreach and a public awareness campaign to educate the public about modern law enforcement practices; and

E. Advise the Legislature on matters involving bias-based profiling.

The Legislature's charge to the Advisory Committee was formidable and was to be accomplished with essentially no funding and no staff. The legislation establishing the Advisory Committee is repealed effective November 12, 2012.

The Advisory Committee brought together people from different backgrounds and with varied experiences regarding the issue of bias-based profiling. The Committee included members of law enforcement organizations and representatives of civil rights organizations and minority communities. The Committee eventually agreed on a working definition of bias-based profiling.

> Bias-based profiling occurs when stops, detentions, searches, or asset seizures and forfeiture efforts are based on race, ethnicity, gender, sexual orientation, religion, economic status, age or cultural group rather than solely on an individual's conduct and behavior or specific suspect information.

The Committee recognized that even the perception that law enforcement agencies or individual members of those agencies engage in bias-based profiling can be problematic. The Advisory Committee agreed that if any segment of the public, for whatever reason, believes that bias-based profiling occurs, public safety is endangered. It is law enforcement's goal to secure the safety of the entire public and all members of the larger community desire meaningful public safety as well.

The Advisory Committee worked closely with Jack McDevitt, a nationally recognized expert on issues related to bias-based profiling. Mr. McDevitt is an Associate Dean in the College of Criminal Justice at Northeastern University. Based on Mr. McDevitt's advice, the

Committee attempted to structure a three-step process to address the issue of bias-based profiling in Maine. Those three steps include:

1. Data collection;

2. Addressing any identified problem by establishing policies and working with law enforcement to develop basic and continuing training to redress any identified problems; and

3. Fostering a meaningful dialogue between members of the public and representatives of law enforcement regarding bias-based profiling and perceptions about that practice.

Unfortunately, due to the practical problem that law enforcement agencies in Maine use different data collection systems and the Committee's lack of funding, meaningful data collection and analysis were not possible. The Advisory Committee was however successful in developing policies and establishing training curricula regarding bias-based profiling. Those policies became effective on December 31, 2011 and training for all law enforcement personnel in the State of Maine will occur in 2013. The Committee's plans to hold a statewide public forum regarding bias-based profiling and to create an ongoing dialogue between members of the public and law enforcement have not been successful to date. However, the Advisory Committee recently secured a grant from the Broad Reach Fund and intends to use those funds to hold a statewide forum in 2012.

The Advisory Committee has reached the point where it works very well together on issues that can sometimes be quite divisive and volatile. All members of the Committee take the Legislature's charge to examine issues surrounding bias-based profiling and perceptions about that practice very seriously. The Committee hopes to continue to work on these issues, conduct a forum and report back to this Legislative Committee before November 12, 2012.

I. INTRODUCTION AND BACKGROUND

In 2009, the Maine Legislature enacted 25 M.R.S. Chapter 355. *Attachment 1*. That law established an *Advisory Committee on Bias-Based Profiling by Law Enforcement Officers and Law Enforcement Agencies*. 25 M.R.S. § 3001(1). That section also set out the membership qualifications for the Advisory Committee. The Legislature required the Advisory Committee to consist of members of law enforcement agencies, associations and labor organizations, representatives of civil rights organizations in Maine and a member of a federally recognized Indian Tribe. Specifically, the Legislature established a Committee with the following members:

1. The Commissioner of Public Safety or the Commissioner's designee;
2. One representative of a statewide association of chiefs of police;
3. One representative of a statewide association of sheriffs;
4. One representative of police labor organizations in the State;
5. One at-large active line officer who is a member of a police labor organization in this State;
6. One at-large representative who is a current or former officer of the Maine State Police;
7. The Attorney General or the Attorney General's designee;
8. One representative appointed by the Board of Trustees of the Maine Criminal Justice Academy;
9. Seven representatives from different civil rights organizations in the State; and
10. One representative from a federally recognized Indian Tribe in Maine.

See generally 25 M.R.S. § 3001(3). The Legislature also directed that the Advisory Committee be co-chaired by the Commissioner of Public Safety and a representative of the National Association for the Advancement of Colored People ("NAACP"). *Id*.

In February 2010, then Commissioner of Public Safety Anne Jordan published a list of the original roster of the Advisory Committee. *Attachment 2*. Due to scheduling conflicts, job changes and other factors, the roster of the Advisory Committee has changed over time. The current membership can be found in *Attachment 3*.[1] The Committee is co-chaired by John

[1] The composition of the Advisory Committee is different than it was when it was originally established. Due to changes in administrations, a new Commissioner of Public Safety was appointed and consequently Commissioner John Morris replaced Commissioner Anne Jordan. Similarly, Advisory Committee member Beth Stickney left the Immigration Legal Advocacy Project ("ILAP") and was replaced by ILAP employee Andi Summers. In addition, three original members of the Committee became unable to serve. Marvin Glazier representing the Jewish community resigned and was replaced by Rabbi Darah Lerner. Qamar Bashir, who was appointed as an advocate for refugee/immigrant communities, was unable to serve due to her work schedule and an inability to attend Advisory Committee meetings. Ben Chin, of the Maine People's Alliance, has replaced Ms. Bashir on the Advisory Committee. George Tomer, a Penobscot Tribal Elder, representing a federally recognized Indian Tribe attended some meetings in 2010 but became unable to continue to serve. At this time, the Committee does not have a member from a federally recognized Indian Tribe. The Committee is working to insure that members of federally recognized Indian Tribes participate in the planning of the public forum to be held in 2012 and participate in that forum itself.

Morris, Commissioner of Public Safety, and Rachel Talbot Ross of the Portland NAACP.

The Legislature charged the Advisory Committee with specific duties.

> The committee shall:
>
> A. Work with the Board of Trustees of the Maine Criminal Justice Academy to develop a model policy on bias-based profiling;
>
> B. Work with law enforcement across the State on a voluntary basis to assess whether or not bias-based profiling occurs in this State and, if it does, to what extent and to offer proposals and make recommendations to address the matter;
>
> C. Make recommendations to the Board of Trustees of the Maine Criminal Justice Academy on curricula for basic and in-service law enforcement training on the subject of bias-based profiling;
>
> D. Establish a mechanism for outreach and public awareness campaigns to educate advocacy organizations and the general public about modern law enforcement practices and procedures; and
>
> E. Advise the Legislature on matters involving bias-based profiling on its own initiative or when requested.

25 M.R.S. § 3001(7)(A)-(E). The Legislature also directed the Advisory Committee to file a report with the Legislature annually by February 15. No report was filed by February 15, 2011 in part as a result of the transition of administrations and the appointment of a new Commissioner of the Department of Public Safety, John Morris. However, Commissioner Morris quickly came up to speed with the workings of the Advisory Committee and has become an active and integral member of that Committee.

The Legislature's charge to the Advisory Committee was formidable. The charge was very broad and was to be accomplished with essentially no funding and no staff. The lack of funding and staff has hampered the Advisory Committee in meeting the charge it was given by the Legislature. Since its outset, the Advisory Committee has been mindful that the legislation that established it is repealed effective November 12, 2012.

With that date in mind, the Advisory Committee undertook an aggressive meeting schedule. The Advisory Committee held full meetings on:

> March 5, 2010;
> April 9, 2010;
> May 14, 2010;
> June 18, 2010;

July 9, 2010;
August 5, 2010;
August 13, 2010;
September 14, 2010;
October 21, 2010;
November 30, 2010;
January 28, 2011;
February 18, 2011;
March 25, 2011;
May 2, 2011;
June 20, 2011;
July 8, 2011;
August 18, 2011;
September 27, 2011;
October 11, 2011; and
January 20, 2012.

The Advisory Committee also formed multiple subcommittees. Those subcommittees met as follows.

Public Engagement Subcommittee:

October 20, 2010; and
November 4, 2010.

Agenda Subcommittee:

May 9, 2011; and
July 18, 2011.

Outreach Subcommittee:

May 16, 2011;
June 13, 2011;
July 18, 2011; and
October 7, 2011.

II. WORK OF THE ADVISORY COMMITTEE

The Advisory Committee brought together people from very different backgrounds and with varied experiences when it came to the issue of bias-based profiling. While it would be easy to look at the Advisory Committee and assume that it has been divided simply along the lines of law enforcement personnel and non-law enforcement personnel, that simplistic approach would not reveal an accurate picture. There were differences of opinion expressed by members of the law enforcement community as well as by members representing civil rights organizations. The Advisory Committee's early meetings often reflected those different viewpoints. It took the

Advisory Committee some time to begin to agree on the nature of bias-based profiling, perceptions held by members of various communities about bias-based profiling and the possible problems that those views and perceptions have on the general issue of public safety. To the Advisory Committee's credit, it realized early on that it needed to put individual differences and experiences to the side so that it could begin to grapple with the larger issues presented to it by the Legislature.

Having done this, the Advisory Committee reached consensus of very important and fundamental issues. While agreeing to disagree about the existence or extent of bias-based profiling in Maine, the Advisory Committee agreed to a general definition of that practice.

> Bias-based profiling occurs when stops, detentions, searches, or asset seizures and forfeiture efforts are based on race, ethnicity, gender, sexual orientation, religion, economic status, age or cultural group rather than solely on an individual's conduct and behavior or specific suspect information.

In addition, members of the Advisory Committee agreed that the term public safety could be rendered meaningless, or at least seriously diluted, if any segments of the public, for whatever reason, do not feel that they are treated fairly by law enforcement agencies. Thus, the mere fact that members of the public, particularly members of minority communities identified in the definition of bias-based profiling, hold the perception that they are treated differently because of their personal and sometimes immutable characteristics is itself a significant problem. Advisory Committee members representing law enforcement readily acknowledged that if members of the public are afraid to engage or rely upon law enforcement agencies, those agencies cannot be fully effective in advancing public safety. Similarly, members of civil rights organizations on the Committee recognized that if their constituents are not likely to call on law enforcement agencies when their safety is in jeopardy, those individuals will never feel entirely safe or feel part of the larger community. The Committee recognized that although it may be easy to agree upon these basic principles, the path to finding common ground is less well defined.

One of the first actions taken by the Advisory Committee was to invite Jack McDevitt, Associate Dean for Research and Graduate Studies in the College of Criminal Justice at Northeastern University, to address the Committee. Mr. McDevitt is a nationally known expert in bias-based profiling and has worked on this topic with law enforcement agencies and communities throughout the United States. He has been a valuable resource to the Advisory Committee and continues to work with us as we attempt to meet our legislatively mandated responsibilities. Mr. McDevitt informed the Committee that there are three critical areas to explore when addressing bias-based profiling by law enforcement or the perception of bias-based profiling held by community members, particularly members of minority communities in terms of race, color, ethnicity, religion, gender, sexual orientation, economic status and other personal characteristics. Mr. McDevitt described a three-step process that includes:

1. Data collection to determine if a bias-based profiling problem exists;

2. Addressing the problem if it exists by establishing policies and working with law enforcement personnel in both basic training and through continuing in-service trainings to address any identified problems; and

3. Fostering an ongoing dialogue by creating opportunities that allow members of the public to share their experiences with and perceptions about the practices of law enforcement, and coupling that with educating the public about the procedures used by law enforcement and the public safety reasons behind the use of those procedures. This also presents an opportunity for law enforcement to communicate that bias-based profiling is not an acceptable law enforcement practice.

Mr. McDevitt was candid and told the Advisory Committee that this type of process is not easy. He came with an understanding of the inherent tensions that can manifest themselves when people confront or discuss an issue as volatile as bias-based profiling. He informed the Committee that this can be a deeply personal and emotional time for any person involved in the discussion. He expressed how important it was for members of law enforcement agencies to avoid becoming defensive when members of a community discuss what they perceived as examples of unjust treatment by law enforcement. He also said that it was important for members of the community who might be sharing these deeply personal narratives to accept that it is often impossible to remedy actions that have already taken place. The ultimate goal of this process is to create conversation and to take advantage of opportunities to find common ground as well as an understanding of techniques used by law enforcement.

With that backdrop, the Advisory Committee first addressed the issue of data collection. The general consensus was that concrete data regarding stops, searches and seizures and the race, ethnicity and other personal characteristics of the subjects on those encounters, though not without its own limitations, is necessary to determine if bias-based profiling occurs and if it does occur to then determine if it is a statewide problem, limited to identifiable law enforcement agencies or confined to identifiable law enforcement officers. Law enforcement members of the Advisory Committee, in particular, expressed a concern that anecdotal information about profiling and perceptions of profiling can be unreliable and create false impressions of the behavior of law enforcement agencies. The misconduct of some can be viewed as the conduct of all. Some members of civil rights organizations observed that in the absence of the collection and analysis of concrete data, anecdotal data is all that we have. They spoke of power of hearing first-hand from people who believe that they have been subject to profiling and the impact that those experiences had on their lives. All members of the Committee recognized that the vast majority of law enforcement officers do not intend to or in fact engage in bias-based profiling.

The Advisory Committee contacted law enforcement agencies around the State to determine if there were departments that would agree to participate in a voluntary data collection project. Although many departments expressed an interest, including the cities of Auburn, Lewiston and South Portland, as well as Cumberland County, the lack of financial resources to analyze any data collected made this type of undertaking impossible. Though relevant data is being collected in some fashion by some departments, it is not clear if and when funds will become available to work with and analyze that data in a meaningful way. The entire Advisory Committee viewed this as a significant problem.

Another problem with data collection is that not all law enforcement agencies use the same data collection system. There are multiple records management system vendors in Maine that provide services to local and state police departments. The list below provides an example the number of the different vendors and the number of agencies that use their system:

Vendor	**Number of Agencies**
Crime Star	Four Agencies
Crime Tracker	Seven Agencies
Crisnet/Motorola	Two Agencies
CSH	Two Agencies
End2End	One Agency
HTE	Three Agencies
IMC	60 Agencies
Rem Tech	One Agency
Report Exec.	Three Agencies
Spillman	37 Agencies
Windsor Group	Eight Agencies
Xpediter Patrol C/S	One Agency
In-house programs (no vendor)	Four Agencies

The Advisory Committee recognized that even an issue that seems on the surface to be a simple one, data collection, presents many obstacles. There is nothing approaching uniformity in the types of data collected or the data collection systems used by law enforcement agencies in Maine and, at this time, there are no funds available to begin the process of collating, analyzing and comparing data collected by multiple law enforcement agencies.

The Advisory Committee then turned to Step 2 of Mr. McDevitt's three-step process. This second step called for the Committee to address the overall issue of bias-based profiling and the perception among some members of the public that it exists, by working with the Maine Criminal Justice Academy (MCJA) to create a model policy tackling the issue head-on, and to mandate training for all law enforcement officers. The Advisory Committee has had concrete success in these areas. At its May 2, 2011 meeting, a policy explicitly prohibiting bias-based profiling was proposed and approved by the Advisory Committee. Committee member John Rogers worked with the Board of Trustees of the MCJA and the Maine Chiefs of Police to shepherd policies that prohibit bias-based profiling through those entities. As a result, on September 9, 2011 the Board of Trustees of the MCJA adopted a minimum standard requiring every law enforcement agency in Maine to have a formal policy that prohibits bias-based profiling. *Attachment 4*. Thereafter, on September 15, 2011 the Maine Chiefs of Police Association created and adopted a model policy to accomplish the goal of clearly prohibiting bias-based profiling. *Attachment 5*. That model policy is a template that can be adopted as is or adapted by law enforcement agencies throughout Maine. These actions became effective on December 31, 2011. In addition, to make certain that every law enforcement officer is aware of and trained about the prohibition against bias-based profiling, the Board of Trustees of the MCJA mandated training for all officers in "Cultural Diversity and Bias-Based Policing" in 2013. *Attachment 6*.

The third and in many ways most complicated task suggested to the Advisory Committee by Mr. McDevitt was Step 3. That step calls for an ongoing dialogue that engages both the public and members of the law enforcement community in conversations around issues of bias in general, and bias-based profiling and policing in particular. When the Advisory Committee first discussed this issue, it consulted with Mr. McDevitt as to the preferred format for this type of community engagement. The Advisory Committee learned that to maximize effectiveness, community meetings should be held in multiple locations throughout Maine. In addition, if possible, three separate meetings should be held at each location. This would allow for a meeting where members of the public could share their stories, a second meeting focused on community education about policing techniques led by representatives of law enforcement and a third meeting to establish a sustainable two-way dialogue. As a result, the Advisory Committee considered an ambitious plan to partner with local community groups to conduct multi-session public meetings in eight locations throughout the State of Maine. However, as the Advisory Committee and its Public Engagement Subcommittee attempted to solidify this long-term vision and schedule those meetings, it became clear, again due to financial and personnel limitations, that a plan to hold multi-session meetings in all geographic areas of the State of Maine was not achievable. It was simply not feasible to rely on donated meeting space, facilitators and translators for those meetings. There were also no funds available for the logistics of having members of the Advisory Committee attend those meetings.

The Advisory Committee then explored paring down its plan for three session meetings at multiple locations. After input from the Outreach and Agenda Subcommittees, and discussion with representatives of various law enforcement agencies, religious and community stakeholder groups, the Advisory Committee determined that a better and more attainable approach was to conduct a single half-day statewide public forum in the fall of 2011. A similar approach had been used in the State of Vermont with some success. Again, as the Advisory Committee developed a budget for this event, it became clear that it lacked capacity to hold it. Therefore, the Advisory Committee postponed the 2011 event and decided to seek funding from private sources with the goal of holding this event in the spring of 2012.

In the late summer of 2011, through the diligent efforts of Andi Summers and other members of the Advisory Committee, the Broad Reach Fund awarded a grant of $8,000.00 to further the work of the Advisory Committee and to fund a public forum to address these important issues. Though the precise agenda for that public forum has not been fully developed, it will include a period of time for members of the public to address the Advisory Committee, including the opportunity to share personal stories about their encounters with law enforcement. This will be followed by representatives of law enforcement explaining the nuts and bolts mechanics of stops, searches and seizures. Law enforcement will also be able to use part of this time to invite and answer questions from the public and to communicate to the public that bias-based profiling is not an acceptable law enforcement practice. Ideally, the session will also include a round-table discussion in which members of the public can pose questions to members of law enforcement agencies about how and why their agencies do what they do. The Agenda Subcommittee will be responsible for creating a more formal agenda for the public forum. The Outreach Subcommittee will establish a process to ensure that representatives of multiple law enforcement agencies and as many different communities and populations from all parts of

Maine are able to attend the event. This outreach is necessary to ensure that the public forum is truly a meaningful statewide event.

III. CONCLUSION

The Advisory Committee has moved from a group of members who at times seemed to be talking at one another to a group that works well together in an atmosphere where differing opinions are welcome and respected. The different backgrounds and experiences that members brought to the Committee have become a source of its strength. The Committee's development in this manner has yielded clear benefits. The Advisory Committee has met two parts of the four-part charge that required action by the Committee and has partially met a third charge. The Advisory Committee has met its charge to:

> [w]ork with the Board of Trustees of the Maine Criminal Justice Academy to develop a model policy on bias-based profiling; and
>
> [make] recommendations to the Board of Trustees of the Maine Criminal Justice Academy on curricula for basic and in-service law enforcement training on the subject of bias-based profiling.

See generally 25 M.R.S. § 3001(7)(A)&(C).

In addition, the Advisory Committee has partially met its charge to:

> [w]ork with law enforcement across the State on a voluntary basis to assess whether or not bias-based profiling occurs in this State and, if it does, to what extent and to offer proposals and make recommendations to address the matter.

See generally 25 M.R.S. § 3001(7)(B). While the Advisory Committee has secured the cooperation of multiple law enforcement agencies to engage in a data collection project, it has not completed that task due to a lack of funding. If and when funding becomes available, the Advisory Committee would be in a position to advance this project. Finally, the Advisory Committee has been unable to:

> [e]stablish a mechanism for outreach and public awareness campaigns to educate advocacy organizations and the general public about modern law enforcement practices and procedures.

See generally 25 M.R.S. § 3001(7)(D). However, with the assistance of the grant from the Broad Reach Fund it is continuing with plans to achieve this goal. The Advisory Committee has received overwhelming support from state and local law enforcement agencies who have indicated a strong willingness to participate in this event. It is an issue that the law enforcement community takes seriously.

The Advisory Committee is excited about the possibility of holding a statewide symposium to gather public input and to create dialogue between law enforcement and members of the general public. The Advisory Committee feels that this is the most effective and practical way to generate meaningful discussion and conversation about bias-based profiling and perceptions about profiling. This statewide event will also provide an opportunity for law enforcement to educate participants about modern law enforcement techniques. The Advisory Committee hopes that this forum will serve as a template for communities throughout Maine to use to create dialogue at the local level. Individual communities are in the best position to shape that template to conform to local concerns and issues. The Advisory Committee is on schedule to hold that event in the spring of 2012. We welcome this Committee's participation in that symposium. The Advisory Committee will be extending invitations to this public forum to the three branches of Maine's government in advance of the event.

Attachments

to

Report of the Advisory Committee
on Bias-Based Profiling
by Law Enforcement Officers
and Law Enforcement Agencies

Maine Revised Statute Title 25, Chapter 355: ADVISORY COMMITTEE ON BIAS-BASED PROFILING BY LAW ENFORCEMENT OFFICERS AND LAW ENFORCEMENT AGENCIES

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25 §3001. ADVISORY COMMITTEE ON BIAS-BASED PROFILING BY LAW ENFORCEMENT OFFICERS AND LAW ENFORCEMENT AGENCIES

(CONTAINS TEXT WITH VARYING EFFECTIVE DATES)
(WHOLE SECTION TEXT EFFECTIVE UNTIL 11/1/12)
(WHOLE SECTION TEXT REPEALED 11/1/12 by T.25, §3003; PL 2009, c. 353, §2)

1. Committee established. The Advisory Committee on Bias-based Profiling by Law Enforcement Officers and Law Enforcement Agencies, referred to in this chapter as "the committee," is established by Title 5, section 12004-I, subsection 74-F to study the issue of bias-based profiling.

[2009, c. 353, §2 (NEW) .]

2. Definitions. As used in this chapter, unless the context otherwise indicates, the following terms have the following meanings.

A. "Bias-based profiling" means the use by a law enforcement officer or law enforcement agency of race, ethnicity, religion or national origin, in the absence of a specific report or other identifying information, as a factor in determining the existence of probable cause or reasonable suspicion for an arrest, investigative detention, field identification or traffic stop. [2009, c. 353, §2 (NEW).]

B. "Commissioner" means the Commissioner of Public Safety. [2009, c. 353, §2 (NEW).]

[2009, c. 353, §2 (NEW) .]

3. Membership. The committee consists of the following members:

A. The commissioner or the commissioner's designee, who shall act as cochair; [2009, c. 353, §2 (NEW).]

B. One representative from each of the following law enforcement organizations, appointed by the commissioner from a list submitted by the organization to the commissioner:

(1) One representative of a statewide association of chiefs of police;

(2) One representative of a statewide association of sheriffs;

(3) One representative of police labor organizations in this State; and

(4) One at-large active line officer who is a member of a police labor organization in this State; [2009, c. 353, §2 (NEW).]

C. One at-large representative who is a current or former officer of the Maine State Police, appointed by the commissioner; [2009, c. 353, §2 (NEW).]

D. The Attorney General or the Attorney General's designee; [2009, c. 353, §2 (NEW).]

E. One representative appointed by the Board of Trustees of the Maine Criminal Justice Academy; [2009, c. 353, §2 (NEW).]

F. Seven representatives from different civil rights organizations in the State, each appointed by the commissioner and selected from a list submitted by civil rights organizations to the commissioner. Of the 7, at least one representative must be selected from the list submitted by chapters of the National Association for the Advancement of Colored People within the State, and that member shall act as cochair; and [2009, c. 353, §2 (NEW).]

G. One representative appointed by the commissioner and selected from lists submitted by federally recognized Indian tribes in this State. [2009, c. 353, §2 (NEW).]

[2009, c. 353, §2 (NEW) .]

4. Terms. Members shall serve for 3-year terms. When a vacancy occurs, the original appointing

authority shall appoint a new member to serve for the remainder of the term.

[2009, c. 353, §2 (NEW) .]

5. Meetings. The committee may meet as often as necessary.

[2009, c. 353, §2 (NEW) .]

6. Compensation. Members of the committee are not entitled to compensation according to the provisions in Title 5, section 12004-I, subsection 74-F.

[2009, c. 353, §2 (NEW) .]

7. Duties. The committee shall:

A. Work with the Board of Trustees of the Maine Criminal Justice Academy to develop a model policy on bias-based profiling; [2009, c. 353, §2 (NEW).]

B. Work with law enforcement across the State on a voluntary basis to assess whether or not bias-based profiling occurs in this State and, if it does, to what extent and to offer proposals and make recommendations to address the matter; [2009, c. 353, §2 (NEW).]

C. Make recommendations to the Board of Trustees of the Maine Criminal Justice Academy on curricula for basic and in-service law enforcement training on the subject of bias-based profiling; [2009, c. 353, §2 (NEW).]

D. Establish a mechanism for outreach and public awareness campaigns to educate advocacy organizations and the general public about modern law enforcement practices and procedures; and [2009, c. 353, §2 (NEW).]

E. Advise the Legislature on matters involving bias-based profiling on its own initiative or when requested. [2009, c. 353, §2 (NEW).]

[2009, c. 353, §2 (NEW) .]

8. Annual report. Beginning in 2010, the committee shall report annually by February 15th and as requested to the joint standing committee of the Legislature having jurisdiction over criminal justice and public safety matters and to the Board of Trustees of the Maine Criminal Justice Academy. The report may serve as a guide for the joint standing committee concerning the need for legislation on the issue of bias-based profiling. The joint standing committee is authorized to report out relevant legislation after receiving the committee's annual report.

[2009, c. 353, §2 (NEW) .]

SECTION HISTORY
2009, c. 353, §2 (NEW).

25 §3002. ADVISORY COMMITTEE ON BIAS-BASED PROFILING BY LAW ENFORCEMENT OFFICERS AND LAW ENFORCEMENT AGENCIES FUND

(CONTAINS TEXT WITH VARYING EFFECTIVE DATES)
(WHOLE SECTION TEXT EFFECTIVE UNTIL 11/1/12)
(WHOLE SECTION TEXT REPEALED 11/1/12 by T.25, §3003; PL 2009, c. 353, §2)

1. Fund established. The Advisory Committee on Bias-based Profiling by Law Enforcement Officers and Law Enforcement Agencies Fund, referred to in this section as "the fund," is established as an Other Special Revenue Funds account and is nonlapsing. The commissioner may use the fund only to support the costs associated with committee administration and educational and training materials regarding bias-based

profiling.

[2009, c. 353, §2 (NEW) .]

2. Revenue sources. The commissioner may accept private and public contributions intended to be used for the purposes of the fund.

[2009, c. 353, §2 (NEW) .]

3. Budget. The commissioner shall submit a budget for the fund for each biennium pursuant to Title 5, sections 1663 and 1666.

[2009, c. 353, §2 (NEW) .]

SECTION HISTORY
2009, c. 353, §2 (NEW).

25 §3003. REPEAL

(CONTAINS TEXT WITH VARYING EFFECTIVE DATES)
(WHOLE SECTION TEXT EFFECTIVE UNTIL 11/1/12)
(WHOLE SECTION TEXT REPEALED 11/1/12 by T.25, §3003)

This chapter is repealed November 1, 2012. [2009, c. 353, §2 (NEW).]

SECTION HISTORY
2009, c. 353, §2 (NEW).

Attachment 2

Bias-Based Profiling Committee – March, 2010

Members:

- The Commissioner of Public Safety or her designee who shall serve as Co-Chair-Commissioner Anne Jordan;
Anne.h.jordan@maine.gov

- One representative of a statewide association of chiefs of police-Chief Douglas Bracy, York Police Department;
dbracy@yorkpolice.org

- One representative of a statewide association of sheriffs-Sheriff Wayne Gallant, Oxford County Sheriff's Department;
wjgallant@megalink.net

- One representative of police labor organizations in this State-Paul Gasper, Maine Association of Police;
Map75@myfairpoint.net

- One at-large active line officer who is a member of a police labor organization in this State-Alden Weigelt, Waterville Police Department;
aweigelt@waterville-me.gov

- One at-large representative who is a current or former officer of the Maine State Police, appointed by the commissioner-Colonel Patrick Fleming;
Patrick.j.fleming@maine.gov

- The Attorney General or the Attorney General's designee-AAG Thomas Harnett;
Thomas.harnett@maine.gov

- One representative appointed by the Board of Trustees of the Maine Criminal Justice Academy-John Rogers;
John.rogers@maine.gov

- Seven representatives from different civil rights organizations in the State, each appointed by the commissioner and selected from a list submitted by civil rights organizations to the commissioner. Of the 7, at least one representative must be selected from the list submitted by chapters of the National Association for the Advancement of Colored People within the State, and that member shall act as co-chair;

- Rachel Talbot Ross-NAACP-Co-Chair;
RTR@portlandmaine.gov

- Steven Wessler-Center for the Prevention of Hate Violence;
stevew@preventinghate.org

- Maine Civil Liberties Union-Alysia Melnick;
info@mclu.org

- Immigration Legal Advocacy Project-Beth Stickney;
bstickney@ilapmaine.org

- Tengo Voz-Reverend Virginia Marie Rincon, while she is on sabbatical she will be represented by Blanca Santiago;
bs.jb.pine@gmail.com.

- Qamar Bashir-Advocate for refugee/immigrant community members;
RISinfo@ccmaine.org

- Marvin Glazier, Esq.-representing the Jewish community;
mhg@vbk.com

- One representative appointed by the commissioner and selected from lists submitted by federally recognized Indian tribes in this State-George Tomer, Tribal Elder;
georgestomer@yahoo.com

Attachment 3

Bias-Based Profiling Committee – January, 2012

Members:

- The Commissioner of Public Safety or his designee who shall serve as Co-Chair-Commissioner John Morris;
john.e.morris@maine.gov

- One representative of a statewide association of chiefs of police-Chief Douglas Bracy, York Police Department;
dbracy@yorkpolice.org

- One representative of a statewide association of sheriffs-Sheriff Wayne Gallant, Oxford County Sheriff's Department;
wjgallant@megalink.net

- One representative of police labor organizations in this State-Paul Gasper, Maine Association of Police;
Map75@maine.rr.com

- One at-large active line officer who is a member of a police labor organization in this State-Alden Weigelt, Waterville Police Department;
aweigelt@waterville-me.gov

- One at-large representative who is a current or former officer of the Maine State Police, appointed by the commissioner-Colonel Robert Williams;
robert.a.williams@maine.gov

- The Attorney General or the Attorney General's designee-AAG Thomas Harnett;
Thomas.harnett@maine.gov

- One representative appointed by the Board of Trustees of the Maine Criminal Justice Academy-John Rogers;
John.rogers@maine.gov

- Seven representatives from different civil rights organizations in the State, each appointed by the commissioner and selected from a list submitted by civil rights organizations to the commissioner. Of the 7, at least one representative must be selected from the list submitted by chapters of the National Association for the Advancement of Colored People within the State, and that member shall act as co-chair;

- Rachel Talbot Ross-NAACP-Co-Chair;
RTR@portlandmaine.gov

- Steven Wessler;
stevewessler@gmail.com

- Maine Civil Liberties Union-Alysia Melnick;
amelnick@mclu.org

- Immigration Legal Advocacy Project-Andi Summers;
asummers@ilapmaine.org

- Tengo Voz-Reverend Virginia Marie Rincon, while she is on sabbatical she will be represented by Blanca Santiago;
bs.jb.pine@gmail.com.

- Ben Chin of the Maine People's Alliance-Advocate for refugee/immigrant community members;
ben@mainepeoplesalliance.org

- Rabbi Darah Lerner-representing the Jewish community;
ravlerner@myfairpoint.net

- **vacant**-One representative appointed by the commissioner and selected from lists submitted by federally recognized Indian tribes in this State;

Maine Criminal Justice Academy
Board of Trustees Minimum Standards

HATE OR BIAS CRIMES POLICY

Date Board Adopted: 09/09/2011 **Effective Date: 12/31/2011**

The agency must have a written policy to address Hate or Bias Crimes by its officers, to include, at a minimum, provisions for the following:

1. A policy statement that recognizes the importance of investigating all bias motivated complaints.

2. A policy statement that prohibits the stops, detentions, searches, or asset seizures and forfeitures efforts based on race, ethnicity, gender, sexual orientation, religion, economic status, age, or cultural group by members of this agency; and which states individuals shall only be stopped or detained when legal authority exist to do so; and that members of this agency must base their enforcement actions solely on an individual's conduct and behavior or specific suspect information.

3. Officers are responsible for being familiar with the Maine Civil Rights Act and applicable criminal statutes.

4. Definition of a hate or bias crime, and a bias motivated incident.

5. Definition of bias-based profiling: Targeting an individual(s) based on a trait common to a group for enforcement action to include, but is not limited to race, ethnic background, gender, sexual orientation, religion, economic status, age, or cultural group.

6. Dispatching procedures regarding receipt and response to a bias motivated complaint.

7. Establish an investigative procedure to be used for bias motivated incidents.

8. Requirement to notify the Office of the District Attorney of any bias motivated crime(s) discovered through investigation.

9. Requirement to establish notification and reporting procedures to the Office of the Attorney General of any bias motivated crime or incident.

10. Procedure for identifying the agency's civil rights officer.

11. Description of the duties of the agency's civil rights officer.

12. Officers must abide by their agency policy as it applies to all standards of the Maine Criminal Justice Academy Board of Trustees.
    Note: Any violation of these standards may result in action by the Board of Trustees.

adopted: 09/15/2011 MANDATORY POLICY

SUBJECT: HATE/BIAS CRIMES, VIOLATIONS OF CIVIL RIGHTS and BIAS-BASED PROFILING

Number: 1-6

EFFECTIVE DATE: 00/00/0000

REVIEW DATE: 00/00/0000

AMENDS/SUPERSEDES: 09/13/2000
09/15/2006

APPROVED: _____
Chief Law Enforcement Officer

I. POLICY

It is the policy of this law enforcement agency to safeguard the state and federal rights of all individuals without regard to race, color, religion, sex, ancestry, national origin, physical or mental disability, or sexual orientation. Any bias-motivated acts including violence, threats of violence, property damage, or the threat of property damage, harassment, intimidation, or any other bias-motivated crime or act will be given high priority. One or more officers will be designated as the agency's civil rights officer. When dealing with a bias-motivated crime or complaint, this agency will diligently investigate the allegations, identify the perpetrators, and refer the incident to the Office of the Attorney General and the Office of the District Attorney for appropriate action.

Minimum Standard: 1

Also, recognizing the particular fears and distress typically suffered by victims of bias-motivated incidents, the potential for reprisal and escalation of violence, and the possible far-reaching negative consequences of these acts on the community and the agency, particular attention will be given to addressing the security and related concerns of the immediate victims, as well as their families and others affected by the crime.

It is the responsibility of each officer to be familiar with the "Maine Civil Right Act[1]," "Interference with Constitutional and Civil Rights[2]," and "General Sentencing Provisions[3]."

Minimum Standard: 3

[1] 5 M.R.S. Chapter 337-B
[2] 17 M.R.S. Chapter 93-C
[3] 17-A M.R.S. Chapter 47

It is also the policy of this agency that bias-based profiling and/or any other discriminatory practice by members of this agency is strictly prohibited. This includes stops, detentions, or asset seizures and forfeitures efforts based on race, ethnicity, gender, sexual orientation, religion, economic status, age, or cultural groups. This agency also requires that individuals shall only be stopped or detained when legal authority exists to do so and that members of this agency must base their enforcement actions solely on an individual's conduct and behavior or specific suspect information.

Minimum Standard 2

Given this is a statutorily mandated policy; officers must abide by this agency's policy as it applies to all standards of the Maine Criminal Justice Academy Board of Trustees.[4]

Minimum Standard 12

II. PURPOSE

The purpose of this policy is to assist employees in identifying incidents motivated by bias; based on race, color, religion, sex, ancestry, national origin, physical or mental disability, or sexual orientation, in reporting such incidents, and in defining appropriate steps for assisting victims, apprehending suspects, and to prohibit employees from bias-based profiling.

III. DEFINITIONS

A. Bias-Motivated Incident: Means any incident that is motivated in whole or in part by bias-motivated conduct. The bias motivation would include bias based on race, color, religion, sex, ancestry, national origin, physical or mental disability, or sexual orientation.

Minimum Standard: 4

B. Bias-Based Profiling: Means targeting an individual)s) based on a trait common to a group for enforcement action to include, but not limited to race, ethnic background, gender, sexual orientation, religion, economic status, age, or cultural group.

Minimum Standard: 5

C. Civil Rights Violation: Means bias motivated conduct that violates the Maine Civil Rights Act.

[4] 25 M.R.S. § 2803-B

D. Hate Crime: Means any crime motivated in whole or in part by bias based on race, color, religion, sex, ancestry, national origin, physical or mental disability, or sexual orientation.

Minimum Standard: 4

E. Civil Rights Officer: Means a law enforcement officer of the agency who has received special training and certification from the Office of the Attorney General in identifying and investigating civil rights violations.

IV. PROCEDURE - Initial Response

A. Emergency Communication Specialist (ECS) Reporting: Whenever an ECS receives a call, which includes an allegation that the conduct was motivated by bias; based on race, color, religion, sex, ancestry, national origin, physical or mental disability, or sexual orientation, the ECS will advise the responding unit(s). Once the responding unit(s) has confirmed that the incident was motivated in whole or part by bias, the ECS will notify the shift supervisor of the situation.

Minimum Standard: 6

B. Law Enforcement Officer (LEO) Procedures: When a LEO at the scene of an incident believes that it may have been motivated in whole or in part by bias; based on race, color, religion, sex, ancestry, national origin, physical or mental disability, or sexual orientation, the LEO shall take any preliminary action necessary, and thereafter notify the supervisor and the agency's Civil Rights Officer.

Minimum Standard: 7

B. Supervisor's Responsibilities: The supervisor shall confer with the initial responding LEO, take measures to ensure that all necessary preliminary actions have been taken and inform the agency's Civil Rights Officer.

Minimum Standard: 7

V. PROCEDURE - Civil Rights Officer Responsibilities

A. The Civil Rights Officer for this agency shall be assigned by the Chief Law Enforcement Officer (CLEO) and each LEO shall identify to any member of the public who that person is. The Civil Rights Officer may assume control of the investigation.

This includes:

1. Assuring that the scene is properly protected, preserved and processed. If evidence of an inflammatory nature cannot be physically removed (e.g., painted words or signs on a wall) the owner of the property shall be contacted to remove such material as soon as possible and the LEO shall follow-up to ensure that this is accomplished in a timely manner.
2. Conduct or cause to be conducted a comprehensive interview with all victims and witnesses at the scene, including a canvas of the neighborhood for additional sources of information.
3. Notify other appropriate personnel in the chain of command.

Minimum Standards: 7, 8, 10 and 11

4. Notify the Office of the Attorney General by contacting the Investigation Division at 207-626-8520 and follow up with a copy of the report by mailing to Det. Margie Berkovich, Office of the Attorney General, 6 State House Station, Augusta, Maine 04333-006.

Minimum Standards: 7, 9 and 11

5. Work closely with the Office of the District Attorney to ensure that a legally adequate case is developed for prosecution.

Minimum Standards: 7 and 11

B. Civil Rights Officers shall also take the lead role in providing on-going assistance to the crime victim to include:

1. Contacting the victim periodically to determine whether the victim is receiving adequate and appropriate assistance.
2. Providing information to the victim about the status of the criminal investigation.

Minimum Standards: 7 and 10

VI. PROCEDURE - Community Relations/Crime Prevention

Hate crimes, civil rights violations, and bias-motivated incidents are viewed in the community not only as crimes or incidents against the targeted victim, but also as crimes or incidents against the victim's community as a whole. Working constructively with segments of this larger audience after such incidents, is essential to help prevent additional hate crimes, civil rights violations, and bias-motivated incidents and encourage any other previously victimized individuals to step forward and report those incidents. Toward this end, this agency's community relations function, or employees so assigned should:

A. Meet with neighborhood groups, residents in target Communities, and other identified groups to allay fears, relay this agency's concern over and response to this and related incidents, reduce the potential for counter-violence, and provide safety, security, and crime prevention information.

B. Provide direct and referral assistance to the victim and the victim's family.

C. Conduct public meetings on bias threats and violence in general, and as it relates to specific incidents.

D. Establish liaison with formal organizations and leaders.

E. Expand, where appropriate, existing preventive programs such as anti-hate seminars for school children.

VI. PROCEDURE - Bias-Based Profiling Discriminatory Practices

A. In the absence of a specific report, bias-based profiling of an individual shall not be a factor in determining the existence of probable cause to detain or place into custody any person, or in constituting a reasonable and articulable suspicion that an offense has been or is being committed so as to justify the detention of that person, or for the investigatory stop of a motor vehicle.

B. In response to a specific credible report of activity, race or ethnicity of an individual shall not be the sole factor in determining the existence of probable cause to place a person under custodial detention or arrest.

C. Stops, detentions, pursuing asset seizures and forfeiture efforts based on race, ethnic background, gender, sexual orientation, religion, economic status, age, or cultural group by members of this agency are prohibited. The detention of any person must be based on factors related to a violation of federal law or Maine statutes.

D. All Complaints of bias-based profiling or other discriminatory practices shall be received, documented and investigated in accordance with MCOPA Model Policy 1-10 on "Complaints Against Law Enforcement Agency Personnel"

Minimum Standard 2

MAINE CHIEFS OF POLICE ASSOCIATION - ADVISORY

This Maine Chiefs of Police Association model policy is provided to assist your agency in the development of your own policies. All policies mandated by statute contained herein meet the standards as prescribed by the Board of Trustees of the Maine Criminal Justice Academy. The Chief Law Enforcement Officer is highly encouraged to use and/or modify this model policy in whatever way it would best accomplish the individual mission of the agency.

DISCLAIMER

This model policy should not be construed as a creation of a higher legal standard of safety or care in an evidentiary sense with respect to third party claims. Violations of this policy will only form the basis for administrative sanctions by the individual law enforcement agency and/or the Board of Trustees of the Maine Criminal Justice Academy. This policy does not hold the Maine Chiefs of Police Association, its employees or its members liable for any third party claims and is not intended for use in any civil actions.

APPENDIX #1

MAINE CIVIL RIGHTS ACT

5 § 4681. VIOLATIONS OF CONSTITUTIONAL RIGHTS; CIVIL ACTION BY ATTORNEY GENERAL

1. **Interference with rights; action by Attorney General.** Whenever any person, whether or not acting under color of law, intentionally interferes or attempts to intentionally interfere by physical force or violence against a person, damage or destruction of property or trespass on property or by the threat of physical force or violence against a person, damage or destruction of property or trespass on property with the exercise or enjoyment by any other person of rights secured by the United States Constitution or the laws of the United States or of rights secured by the Constitution of Maine or laws of the State or violates section 4684-B, the Attorney General may bring a civil action for injunctive or other appropriate equitable relief in order to protect the peaceable exercise or enjoyment of the rights secured.

2. **Place and name of action.** A civil action under subsection 1 must be brought in the name of the State and instituted in the Superior Court for the county where the alleged violator resides or has a principal place of business or where the alleged violation occurred.

3. **Jury trial.** There is a right to a jury at the trial of an action on the merits under this section, but there is no right to a jury at the hearing of an application for a preliminary injunction or a temporary restraining order.

4. **Civil penalty for violation.** Each violation of this section is a civil violation for which a civil penalty of not more than $5,000 for each defendant may be adjudged. These penalties must be applied by the Attorney General in carrying out this chapter.

5. **Service of order or injunction.** Each temporary restraining order or preliminary or permanent injunction issued under this section must include a statement describing the penalties provided in this section for a knowing violation of the order or injunction. The clerk of the Superior Court shall transmit one certified copy of each order or injunction issued under this section to the appropriate law enforcement agency having jurisdiction over locations where the defendant is alleged to have committed the act giving rise to the action, and service of the order or injunction must be accomplished pursuant to the Maine Rules of Civil Procedure. Unless otherwise ordered by the court, service must be made by the delivery of a copy in hand to the defendant.

6. **Violation of restraining order or injunction.** A person who knowingly violates a temporary restraining order or preliminary or permanent injunction issued under this section commits a Class D crime.

5 § 4682. VIOLATIONS OF CONSTITUTIONAL RIGHTS; CIVIL ACTIONS BY AGGRIEVED PERSONS

1. **Remedy.** [1991, c. 821, §2 (RP) .]

1. (REALLOCATED TO T. 5, §4682, sub-§1-A) **Interference with rights; private actions.**

1-A. (REALLOCATED FROM T. 5, §4682, sub-§1) **Interference with rights; private actions.** Whenever any person, whether or not acting under color of law, intentionally interferes or attempts to intentionally interfere by physical force or violence against a person, damage or destruction of property or trespass on property or by the threat of physical force or violence against a person, damage or destruction of property or trespass on property with the exercise or enjoyment by any other person of rights secured by the United States Constitution or the laws of the United States or of rights secured by the Constitution of Maine or laws of the State or violates section 4684-B, the person whose exercise or enjoyment of these rights has been interfered with, or attempted to be interfered with, may institute and prosecute in that person's own name and on that person's own behalf a civil action for legal or equitable relief.

2. Place of action. The action under subsection 1 must be instituted in the Superior Court for the county where the alleged violator resides or has a principal place of business.

3. Jury trial. There is a right to a jury at the trial of an action on the merits under this section, but there is no right to a jury at the hearing of an application for a preliminary injunction or a temporary restraining order.

4. Service of order or injunction. Each temporary restraining order or preliminary or permanent injunction issued under this section must include a statement describing the penalties provided in this section for a knowing violation of the order or injunction. The clerk of the Superior Court shall transmit one certified copy of each order or injunction issued under this section to the appropriate law enforcement agency having jurisdiction over locations where the defendant is alleged to have committed the act giving rise to the action, and service of the order or injunction must be accomplished pursuant to the Maine Rules of Civil Procedure. Unless otherwise ordered by the court, service must be made by the delivery of a copy in hand to the defendant.

5. Violation of restraining order or injunction. A person who knowingly violates a temporary restraining order or preliminary or permanent injunction issued under this section commits a Class D crime.

5 § 4683. ATTORNEY'S FEES AND COSTS

In any civil action under this chapter, the court, in its discretion, may allow the prevailing party, other than the State, reasonable attorney's fees and costs, and the State shall be liable for attorney's fees and costs in the same manner as a private person.

5 § 4684. APPLICATION INCLUDES INTERFERENCE BY PRIVATE PARTIES

For the purposes of this chapter and Title 17, section 2931, rights secured by the Constitution of the United States and the laws of the United States and by the Constitution of Maine and the laws of the State include rights that would be protected from interference by governmental actors regardless of whether the specific interference complained of is performed or attempted by private parties.

5 § 4684-A. CIVIL RIGHTS

For purposes of this chapter and Title 17, section 2931, a person has the right to engage in lawful activities without being subject to physical force or violence, damage or destruction of property, trespass on property or the threat of physical force or violence, damage or destruction of property or trespass on property motivated by reason of race, color, religion, sex, ancestry, national origin, physical or mental disability or sexual orientation.

5 § 4684-B. ADDITIONAL PROTECTIONS

1. Definitions. As used in this section, unless the context otherwise indicates, the following terms have the following meanings.

A. "Building" means any structure having a roof or a partial roof supported by columns or walls that is used or intended to be used for shelter or enclosure of persons or objects regardless of the materials of which it is constructed.

B. "Health service" means any medical, surgical, laboratory, testing or counseling service relating to the human body.

C. "Physical obstruction" means rendering impassable ingress to or egress from a building or rendering passage to or from a building unreasonably difficult or hazardous.

2. Violation. It is a violation of this section for any person, whether or not acting under color of law, to intentionally interfere or attempt to intentionally interfere with the exercise or enjoyment by any other person of rights secured by the United States Constitution or the laws of the United States or of rights secured by the Constitution of Maine or laws of the State by any of the following conduct:

A. Engaging in the physical obstruction of a building;

B. Making or causing repeated telephone calls to a person or a building, whether or not conversation ensues, with the intent to impede access to a person's or building's telephone lines or otherwise disrupt a person's or building's activities;

C. Activating a device or exposing a substance that releases noxious and offensive odors within a building; or

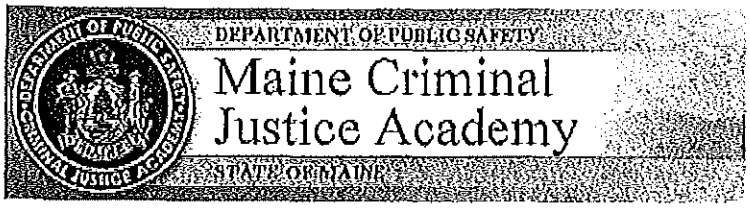
D. After having been ordered by a law enforcement officer to cease such noise, intentionally making noise that can be heard within a building and with the further intent either:

(1) To jeopardize the health of persons receiving health services within the building; or

(2) To interfere with the safe and effective delivery of those services within the building.

5 § 4686. SHORT TITLE

This chapter may he known and cited as the "Maine Civil Rights Act."



In-Service Training Requirements For All Law Enforcement Officers (Full-Time And Part-Time)

Every law enforcement officer in the State must meet the following training requirements in order to maintain certification. The Board of Trustees is required by law to revoke the certificate of any officer who fails to meet the training requirements.

2012 Calendar Year 2 hours each in:	2013 Calendar Year 2 hours each in:
MCJA Firearms Qualification	MCJA Firearms Qualification
New Law / Case Law Updates	New Law / Case Law Updates
Sovereign Citizens	Cultural Diversity & Biased Based Policing
Outlaw Motorcycle Gangs/Street Gangs	Drug Recognition and Impairment
Ethics	Social