



WATERLOO REGIONAL  
POLICE SERVICE  
BOARD

## WATERLOO REGIONAL POLICE SERVICE BOARD POLICY

**Policy Number: 081**

### **BIAS-NEUTRAL POLICING**

Date Approved:

February 15, 2012

Dates Amended:

July 10, 2019

May 21, 2025

Date to be Reviewed:

May 2028

### **Preamble**

The Waterloo Regional Police Service Board is committed to supporting and protecting the rights of all persons to live and work in an environment free of racism and other forms of discrimination. We recognize, respect and benefit from the diversity within the Service and our community.

### **Policy of the Board**

1. It is the policy of the Waterloo Regional Police Service Board that the Chief of Police shall establish procedures that:
  - a. implement the principles of fair and equitable treatment without discrimination or harassment, and are consistent with The Canadian Charter of Rights and Freedoms, The Ontario Human Rights Code and The *Community Safety and Policing Act*;
  - b. ensure bias-neutral equity in:
    - i. professional development;
    - ii. recruitment, selection and promotion;
    - iii. professional conduct;
    - iv. service delivery; and
    - v. supervision and accountability;
  - c. prohibit members of the Service from engaging in racial/biased profiling in any of their activities;
  - d. set out standards to assist members in treating all persons with courtesy and respect in the course of their specific duties;
  - e. establish processes for training all members in the area of bias-neutral policing, cultural diversity and ethics; and

- f. provide a process to deal with public complaints of human rights, biased policing or racial profiling violations received by the Service.