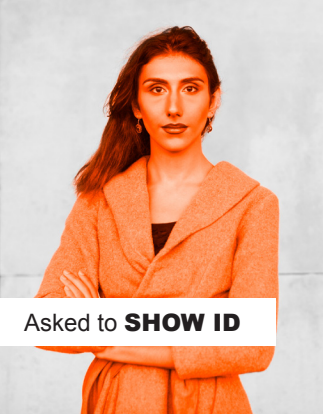
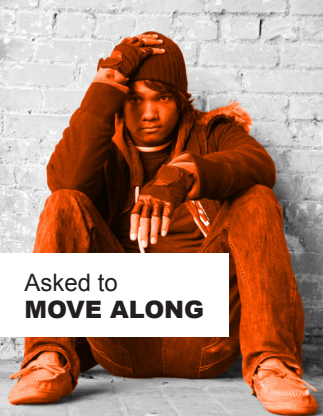




Asked to **LEAVE THE NEIGHBORHOOD**



Asked to **SHOW ID**



Asked to **MOVE ALONG**



Asked to **LEAVE THE STORE**



**PROFILED FOR BAG CHECK**

# 5 Things You Should Know about **BIAS-BASED PROFILING BY LAW ENFORCEMENT** Under the NYC Human Rights Law

Bias-based profiling occurs when police or peace officers target you for arrest or other criminal law enforcement action, not because of specific information linking you to unlawful activity, but instead because of your protected status under the Law—such as your race, national origin, color, religion, age, alienage or citizenship status, gender, gender identity, sexual orientation, disability, or housing status. It may also apply to policies and procedures that have a disproportionate impact on a particular group, even if they do not explicitly target that group.

The NYC Commission on Human Rights is committed to preventing and addressing bias-based profiling by investigating claims by organizations and members of the public, working with community partners to educate NYC residents about the prohibition, working with the NYPD on issues related to the NYC Human Rights Law, and educating City agencies on the Law while supporting policies that embrace principles of diversity and inclusion.

- 1 All New Yorkers are protected against bias-based profiling by law enforcement based on their actual or perceived race, national origin, color, religion, age, alienage or citizenship status, gender, gender identity, sexual orientation, disability, or housing status. Housing status is related to the kind of place you live—such as a private building, public housing, or the shelter system—or to being homeless.
- 2 The NYC Commission on Human Rights encourages New Yorkers to report discriminatory acts, even if they wish to remain anonymous. The Commission can launch its own investigations even where there is no named complainant.
- 3 The Law provides that if there has been a finding, the Commission can order police officers to stop targeting you and require them to undergo training about this area under the NYC Human Rights Law. The Commission can also require additional steps to ensure that the behavior does not continue. Additionally, the Commission can require both the officer and the law enforcement agency to institute or reinforce good policies.
- 4 The Law covers the NYPD and its police officers. It also covers peace officers employed by the City, such as sheriffs and some guards in City facilities. It also applies to “special patrolmen” appointed by the NYPD, such as school safety officers.
- 5 Police misconduct should be reported to the Civilian Complaint Review Board (CCRB) which investigates claims related to excessive force, abuse of authority, discourtesy, and offensive language.

Call **311** and ask for the NYC Commission on Human Rights or call the Commission directly at **212-416-0197** if you believe you have been subjected to bias-based policing.

To file a complaint regarding excessive or unnecessary force, abuse of authority, discourtesy, or the use of offensive language by officers of the NYPD, visit **NYC.gov/CCRB** or call **1-800-341-2272** to contact the Civilian Complaint Review Board.