

“RACIAL PROFILING PROHIBITED”



LAKEWAY POLICE DEPARTMENT

1941 Lohmans Crossing

Lakeway, Texas 78734

(512) 261-2800

Glen Koen

Chief of Police

Racial Profiling Prohibited

The Lakeway Police Department ratified Policy 2.2 “Bias Based Profiling”, which prohibits racial profiling as required in state law. Discrimination in any form, including racial profiling, is strictly prohibited and the department will take immediate and appropriate action to investigate allegations of discrimination. This policy applies to all members of the Lakeway Police Department both sworn and non-sworn.

What is Racial Profiling?

Racial profiling is any law enforcement-initiated action based on an individual’s race, ethnicity, or national origin rather than on the individual’s behavior or information identifying the individual as having engaged in criminal activity.

Examples of racial profiling include but are not limited to the following:

- Initiating a traffic stop on a particular vehicle because of the race, ethnicity, or national origin of the driver of a vehicle.
- Stopping or detaining the driver of a vehicle based on the determination that a person of that race, ethnicity or national origin is unlikely to own or possess that specific make or model of vehicle.
- Stopping or detaining an individual based on the determination that a person of that race, ethnicity, or national origin does not belong in a specific part of town or a specific place.

Data Reporting

The Chief of Police will ensure that an analysis is done of all traffic stops and all incidents concerning racial profiling. The report containing this analysis will be disseminated annually as required by statute.

Complaint Process

The department shall accept complaints from any person who believes he or she was stopped, searched, or inappropriately ticketed or arrested based on racial, ethnic, or national origin profiling. No person shall be discouraged from filing such a complaint, nor discriminated against because he or she filed such a complaint. Additionally, employees and supervisors shall be required to report any racial profiling practice brought to their attention or personally observed.

Any employee who receives an allegation of racial profiling, including the officer who initiated the stop, shall record the person’s name, address and telephone number, and forward the complaint through the appropriate channel. Any employee contacted shall provide to that person a copy of a complaint form or the department process for filing a complaint. All employees will report any allegation of racial profiling to their supervisor before the end of their shift.

How Do I Make a Complaint?

Complaints against members of the Lakeway Police Department may be made by letter or in person and under certain circumstances by phone. No matter how the complaint is made, it is the responsibility of the contacted supervisor to inform the complainant of the proper procedure for filing a complaint. State Law requires that complaints involving police officers be sworn under oath and notarized.

Complaints may be filed directly at the Lakeway Police Department. The address of the Lakeway Police Department is 1941 Lohmans Crossing Rd., Lakeway, Texas 78734. The telephone number is (512) 261-2800.

Additional information about the complaint process can be found on the Lakeway Police Department website under the “Get Involved” tab.

What Happens To My Complaint After It Is Received?

Investigation of a complaint shall be conducted in a thorough and timely manner. Upon receiving a complaint, the Chief of Police will immediately assign a trained individual to investigate the allegation. The initiator of a complaint will receive written acknowledgement that the complaint was received. They will also receive notice regarding the disposition of said complaint within a reasonable period of time following the conclusion of the investigation. The investigation shall be reduced to writing and any reviewer’s comments or conclusions shall be filed with the Chief.

What is INTERNAL AFFAIRS?

The Lakeway Police Department’s Internal Affairs Division is made up of Supervisors and Detectives with specialized training and/or experience in investigations involving allegations of misconduct by employees of the Lakeway Police Department.

The purpose of Internal Affairs is three-fold:

1. “Protection of the Public”

The public has a right to receive fair, efficient, and impartial law enforcement. Any misconduct by department personnel must be detected, thoroughly investigated, and properly adjudicated to assure the maintenance of this right.

2. “Protection of the Department”

The department is often evaluated and judged by the conduct of its individual employees. It is imperative that the whole organization not be criticized because of the misconduct of a few. An informed public must have confidence that its police department honestly and fairly investigates and adjudicates all allegations of misconduct against its employees.

3. “Protection of the Employee”

Employees must be protected against false or misinformed allegations of misconduct. This can only be accomplished through a consistently thorough investigative process.

IMPORTANT NUMBERS

911 – Police Emergency

911 – Fire Emergency

911 – Medical Emergency

Non-Emergency Police Service

(512) 261-2800

(512) 261-2819 fax

Lakeway Police Department Emergency

911

Glen Koen

Chief of Police