

# MANALAPAN TOWNSHIP POLICE DEPARTMENT

## GENERAL ORDER

### RACIALLY INFLUENCED POLICING

BY THE ORDER OF:

Chief Michael Fountain

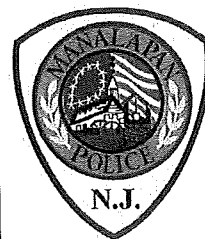
# OF PAGES:

7

EFFECTIVE DATE:

9/9/16

ACCREDITATION STANDARDS: 1.5.5



**PURPOSE** The purpose of this general order is to codify this department's policy and procedures concerning racially influenced policing, profiling and discriminatory practices. This general order also codifies this department's policy and procedures for dealing with transgender persons

**POLICY** It is the policy of the Manalapan Township Police Department to prevent and prohibit the practice of racially influenced policing, bias-based profiling and other discriminatory practice by employees of this department in detention, interdiction, traffic contacts, field contacts, asset seizure and asset forfeiture. Racially influenced policing, biased based policing and discriminatory profiling are violative of the Equal Protection Clause of the 14<sup>th</sup> Amendment to the United States Constitution and in direct contravention of New Jersey Attorney General Directive 2005-01.

No Manalapan Township police officer or civilian employee, while operating under the authority of the laws of the State of New Jersey, shall engage in or tolerate any practice or act constituting racially influenced policing or bias-based profiling.

## PROCEDURES

### I. GENERAL

- A. In accomplishing the mission of this department, personnel must not take enforcement actions based upon an individual's or class of individuals' race, color, gender, creed, national origin, ethnicity, ancestry, religious beliefs, age, marital status, sexual orientation, gender identity, gender expression, transgender status, physical or mental disability.
- B. The following terms are defined:
  1. Citizen contact is a consensual encounter between a police employee and a member of the public, initiated by either party, wherein the person is free to terminate the encounter at any time.
  2. Detain or detention is the act of stopping or restraining a person's freedom to leave; approaching and questioning a person outside the realm of a consensual encounter, or stopping a person suspected of being personally involved in criminal activity.

3. Field interview/investigative detention is the brief detainment of a person, whether on foot or in a vehicle, based upon reasonable suspicion for the purposes of determining the individual's identity and resolving an officer's suspicions.
  4. Racially influenced policing is the detention, interdiction, or other disparate treatment of an individual or class of individuals on the basis of their race, color, gender, creed, national origin, ethnicity, ancestry, religious beliefs, age, marital status, sexual orientation, gender identity, gender expression, transgender status, physical or mental disability. Other synonymous terms include, bias-based profiling, discriminatory profiling, racial profiling, etc.
  5. Search is looking for or seeking out that which is otherwise concealed from view.
  6. Stop is the restraining of a person's liberty by physical force or a show of authority.
- C. Racially influenced policing of persons by employees of this department is strictly prohibited in detention, interdiction, traffic contacts, field contacts, and asset seizure and forfeiture.
  - D. Absent reasonable suspicion or probable cause, race, color, gender, creed, national origin, ethnicity, ancestry, religious beliefs, age, marital status, sexual orientation, gender identity, gender expression, transgender status, physical or mental disability (unless a danger to themselves or others) will not be a factor in determining whether to interdict, detain, stop, arrest or take a person into custody.
  - E. Unless in response to a specific report of criminal activity, race, color, gender, creed, national origin, ethnicity, ancestry, religious beliefs, age, marital status, sexual orientation, gender identity, gender expression, transgender status, physical or mental disability will not be a factor in determining the existence of probable cause to arrest a person.
  - F. The stop or detention of any person(s) or vehicle(s) that is not based on factors related to a violation or violations of the laws and ordinances of the United States, State of New Jersey, County of Monmouth, Township of Manalapan, or in response to the police community caretaking function is prohibited.
  - G. No employee of this department shall search a person, their effects, or vehicle based upon their race, color, gender, creed, national origin, ethnicity, religious beliefs, age, marital status, sexual orientation, gender identity, gender expression, transgender status, physical or mental disability.
  - H. Race, color, gender, creed, national origin, ethnicity, ancestry, religious beliefs, age, marital status, sexual orientation, gender identity, gender expression, transgender status, physical or mental disability shall not be a factor in any asset forfeiture proceedings.
  - I. The intentional altering or concealing of any information related to enforcement actions by an officer or employee when based on racially influenced policing or discriminatory profiling factors is prohibited.

- J. Nothing in this general order shall be construed in any way to prohibit a Manalapan Township sworn officer or civilian employee from taking into account a person's race or ethnicity, when race or ethnicity is used to describe physical characteristics that identify a particular individual or individuals who is/are the subject of a law enforcement investigation; or who is/are otherwise being sought by a law enforcement agency in furtherance of a specific investigation or prosecution.

## **II. INTERACTIONS WITH TRANSGENDER PEOPLE**

- A. All personnel shall interact with transgender people and the transgender community in a professional, respectful and courteous manner. This includes juvenile transgender persons. This general order does not affect any other provisions in applicable general orders and laws covering the processing and handling of juveniles
- B. Officers shall not treat a person's transgender status or appearance as a basis of suspicion or as evidence of a crime or offense.
- C. A person is considered transgender when either of these two conditions is met:
1. A person explicitly informs the officer(s) that the person is a transgender person; or
  2. An officer has good reason to believe that the person is a transgender person. Good reason may be based on the individual's gender appearance and presentation, reasonable observation, background checks, third party information, prior interaction, and/or routine policing procedures.
- D. If gender expression does not clearly indicate a transgender person's identity, officers may politely and respectfully ask how the person wishes to be addressed. For example, officers may ask a transgender person which name and pronoun the person prefers.
1. When a person self-identifies as a transgender person, officers should not question this identity or ask about the person's transition status. Officers shall not engage in any argument, disagreement, or debate regarding a person's self-identification as a transgender person.
  2. If officers do question such self-identification or ask about a person's transgender status, officers should have compelling, professional, articulable reason for having done so. These reason(s) shall be thoroughly documented in the corresponding law report.
  3. Officers should not ask questions or make statements about a transgender person's genitalia, breasts, or transition status. If an officer does ask such questions or make such statements, that officer shall have a compelling, professional, and articulable reason for having done so. The reason(s) shall be thoroughly documented in the corresponding law report.
- E. Whether or not the name on a person's driver's license or identification card coincides with the person's gender identity, an officer shall address or refer to the

person by the name that the person has used to identify him or herself. An officer shall also use the pronouns consistent with the name provided by the person.

- F. Under no circumstances shall an officer frisk, search, or otherwise touch any person for the purpose of obtaining information about that person's gender status. Officers shall comply with all existing general orders, laws, New Jersey Attorney General directives and guidelines and Monmouth County uniform policies regarding search and seizure. Under no circumstances shall transgender people be subjected to more invasive search procedures than non-transgender people.
- G. In the event a transgender person's legal name is required, the person's legal name should be obtained in the following manner:
  - 1. Absent extenuating circumstances, an officer should ask the person for his or her legal name in a one-on-one situation. If the contact is in a group environment, the officer should ask the person to step outside the group to obtain the legal name to protect the privacy interests of the person.
  - 2. If an officer asks a transgender person for his or her legal name in the presence of others, that officer shall have a compelling, professional, and articulable reason for having done so. The reason(s) shall be thoroughly documented in the corresponding law report.
- H. Whenever a transgender person who is detained in custody requires or expresses a need for medical attention or medication (including, but not limited to hormone therapy), an officer shall respond to and address the need with the same urgency and respect as required in connection with any other medical need, illness, or injury experienced by any other detainee or arrestee.
- I. Appearance-related items, including but not limited to, prosthetics, clothes, wigs, or makeup should not be confiscated or removed from transgender people unless such items present a safety hazard, impede the administration of medical attention, or are needed for evidentiary reasons. If an officer confiscates or removes a transgender person's appearance-related items, that officer shall have a compelling, professional, and articulable reason for having done so. The reason(s) shall be thoroughly documented in the corresponding law report.
- J. Under no circumstances should an officer disclose that a person is transgender to non-law enforcement personnel or to other non-relevant agency personnel. If an officer does disclose such information, that officer shall have a compelling, professional, and articulable reason for having done so. The reason(s) shall be thoroughly documented in the corresponding law report.
- K. If a person has self-identified as transgender, this information may be recorded in public documents. If an officer does record such information in any public document, that officer shall have a compelling, professional, and articulable reason for having done so. The reason(s) shall be thoroughly documented in the corresponding law report.
- L. All reports shall refer to a transgender person's name as shown on official documents. The person's preferred name shall be listed as an alias or 'also known as' (AKA). Preferred gender pronouns should be used in the narrative.

### **III. RESPONSIBILITIES**

- A. Supervisors of all ranks are responsible for providing effective supervision to reasonably monitor those under their command to ensure compliance with this general order and to take or recommend corrective action where indicated. Corrective action includes, but is not limited to:
  - 1. Counseling;
  - 2. Training;
  - 3. Punitive discipline (up to and including termination).
- B. Regardless of assignment, supervisors shall take or recommend corrective action if an employee, even when that employee is not under their direct command, does not appear to be in compliance with this general order.
- C. Employees witnessing behavior contrary to this general order are required to take immediate action to end the behavior.
  - 1. Employees must immediately report their knowledge of the incident to their immediate supervisor in writing.
  - 2. If their supervisor is the subject of the report or in the absence of their supervisor, the employee must report it to another supervisor, the next level in the chain of command or directly to the internal affairs commander.
- D. The Chief of Police or his/her designee will be this department's community liaison on racially influenced policing matters.
- E. All police personnel will receive periodic training regarding cultural diversity and the prohibition against racially influenced policing, including legal aspects. Periodic shall mean minimally once every three years.
- F. The operations division commander or his/her designee shall conduct a written annual administrative review of agency practices and any citizen concerns in regard to racially influenced policing or bias-based policing. This review should include, but not necessarily be limited to:
  - 1. Motor vehicle stops;
  - 2. Arrests;
  - 3. Consent searches;
  - 4. Asset forfeitures.

#### **IV. PROFILING COMPLAINTS**

- A. Any person may file a complaint with the Manalapan Township Police Department if the individual feels that any law enforcement action was based solely on racially influenced policing or discriminatory profiling. In addition, no one shall be discouraged, intimidated, coerced from filing, or discriminated against because they have filed a profiling complaint.
- B. If a person makes an allegation that they have been subjected to racially influenced policing or discriminatory profiling, the shift supervisor shall allow the

individual to complete a complaint form regarding the incident. The reports shall then be submitted to the Chief of Police or the internal affairs commander.

- C. All investigations of racially influenced policing, profiling, and/or discriminatory practices shall be conducted in accordance with this department's general order on internal affairs investigations.
- D. Whenever this department conducts a criminal investigation into possible commission of the crime of official deprivation of civil rights in violation of N.J.S.A. 2C: 30-6, or pattern of official misconduct in violation of N.J.S.A. 2C: 30-7, which is based on two or more violations of N.J.S.A. 2C: 30-6, the Chief of Police or his/her designee shall promptly notify the Monmouth County Prosecutor's Office and shall provide such information as the Prosecutor's Office may require.

## **V. DEMOGRAPHIC DATA COLLECTION**

- A. Race, gender and ethnicity are the major demographic characteristics that this department wants to capture for objective measurement of officer initiated activity
- B. Officers shall determine the race, gender and ethnicity through visual observation, information provided on documents, and their professional judgment. Officers shall NOT ask the person being stopped for this personal information if solely for data collection purposes.
- C. The *NCIC Code Manual* provides the basis for determining the race of persons.
  - 1. Race descriptors:
    - a. A – Asian or Pacific Islander – a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian sub-continent or the Pacific islands
    - b. B – Black (African-American)– a person having origins in any of the black racial groups of Africa.
    - c. I – American Indian or Alaskan Native – a person having origins in any of the original peoples of the Americas and maintaining cultural identification through tribal affiliations or community recognition.
    - d. W – White – a person having origins in any of the original peoples of Europe, North Africa, or Middle East.
    - e. U – Unknown (when race cannot be determined).
  - 2. Sex/gender codes:
    - a. Male;
    - b. Female;
    - c. Unknown (when sex/gender cannot be determined).
  - 3. Ethnicity codes:

- a. Hispanic;
- b. Non-Hispanic;
- c. Unknown (when ethnicity cannot be determined).

D. Motor vehicle stops:

- 1. All motor vehicle stops shall be made in compliance with the law and this department's general order on *Traffic Enforcement and Control* in such a manner as to provide for the safety of officers, vehicle occupants, other motorists, and the general public.
- 2. Following the stop, officers shall notify communications of the apparent race, gender and ethnicity of the vehicle's operator and the number of vehicle occupants (to the extent possible, see subsection IV.B of this general order) or enter such information into the appropriate tab in the mobile data computer.
- 3. Warrantless searches shall be conducted in compliance with this department's general order on *Search Procedures*.

B. Field interviews/investigative detentions:

- 1. Field interviews/investigative detentions shall be conducted in accordance with the law and this department's General Order on *Interview, Interrogation, Access to Counsel*.
- 2. Following the field interview/investigative detention, officers shall notify communications of the apparent race, gender and ethnicity of the person(s) (to the extent possible, see subsection IV.B of this general order) or enter such information into the appropriate tab in the mobile data computer.

C. Shift supervisors and watch commanders shall periodically review the CAD entries of encounters and stops during their shifts to ensure that this required information appears in the entry.

# Signatures

59 Rows, Generated by Michael Hoppock 12/14/2017 11:10 AM Eastern Standard Time

| Username | Last Name  | First Name  | Document Name             | Revision Date        | Revision Type | Document Type   | Job Title       | Location                | Signed Date           |
|----------|------------|-------------|---------------------------|----------------------|---------------|-----------------|-----------------|-------------------------|-----------------------|
| 149      | Abeles     | Aaron       | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised       | Training Module | Patrolman       | Patrol Division         | 3/7/2017 2:33:20 PM   |
| 136      | Sosnowski  | Adam        | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised       | Training Module | Patrolman       | Patrol Division         | 3/6/2017 3:58:17 PM   |
| S018     | Lopez      | Andrew      | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised       | Training Module | Special Officer | Administrative Division | 10/4/2017 2:25:26 PM  |
| S017     | Domanoski  | Anthony     | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised       | Training Module | Special Officer | Administrative Division | 10/11/2017 8:44:02 AM |
| 126      | Casella    | Anthony     | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised       | Training Module | Patrolman       | Patrol Division         | 3/21/2017 1:36:21 PM  |
| 131      | Mattaliano | Bart        | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised       | Training Module | Patrolman       | Patrol Division         | 3/5/2017 7:41:02 PM   |
| 104      | Cruse      | Brian       | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised       | Training Module | Patrolman       | Patrol Division         | 3/8/2017 4:30:21 AM   |
| 137      | Schank     | Brian       | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised       | Training Module | Patrolman       | Patrol Division         | 3/9/2017 7:09:48 PM   |
| 114      | Belardo    | Bryan       | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised       | Training Module | Patrolman       | Patrol Division         | 3/6/2017 1:10:45 PM   |
| 098      | Mazzatto   | Charles     | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised       | Training Module | Patrolman       | Patrol Division         | 3/8/2017 8:55:42 AM   |
| 113      | Alaimo     | Charles     | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised       | Training Module | Detective       | Investigations Bureau   | 3/15/2017 10:43:11 AM |
| 143      | Makwinski  | Christopher | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised       | Training Module | Patrolman       | Patrol Division         | 3/6/2017 3:45:38 PM   |
| 144      | Oleksy     | Christopher | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised       | Training Module | Patrolman       | Patrol Division         | 3/6/2017 1:35:15 PM   |

|      |           |            |                           |                      |         |                 |                 |                         |                       |
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| 125  | Carey     | Daniel     | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Sergeant        | Patrol Division         | 3/12/2017 9:44:48 AM  |
| 130  | OBrien    | Dennis     | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division         | 3/12/2017 10:06:04 AM |
| 108  | Donatelli | Dominick   | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Detective       | Investigations Bureau   | 3/6/2017 8:12:46 AM   |
| 152  | Zike      | Douglas    | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division         | 3/15/2017 9:51:14 AM  |
| 083  | Niesz     | Edward     | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Lieutenant      | Administrative Division | 3/6/2017 10:33:29 AM  |
| 102  | Hedden    | Edward     | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division         | 3/12/2017 11:10:57 AM |
| 133  | Voorand   | Eric       | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division         | 3/11/2017 10:11:01 PM |
| 128  | Joiner    | James      | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division         | 3/14/2017 12:43:01 PM |
| 135  | Aronson   | Jared      | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Detective       | Investigations Bureau   | 3/6/2017 4:16:33 PM   |
| 147  | Coupland  | Jared      | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division         | 3/23/2017 7:25:29 AM  |
| 134  | Vigneault | Jason      | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division         | 3/8/2017 3:00:28 AM   |
| 118  | Letts     | Jean       | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division         | 3/6/2017 2:52:57 PM   |
| 116  | Emslie    | Jeffrey    | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division         | 3/6/2017 1:59:20 PM   |
| S016 | Mattson   | Jeffrey    | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Special Officer | Patrol Division         | 10/2/2017 3:45:53 PM  |
| 100  | Hensley   | Jennie Rae | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division         | 3/6/2017 9:05:22 AM   |

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| 145  | Lightbody  | John     | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division       | 3/5/2017 9:30:59 AM    |
| 139  | DeFilippis | Joseph   | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division       | 3/5/2017 7:41:13 AM    |
| 119  | Mikulik    | Kenneth  | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division       | 3/6/2017 10:47:14 AM   |
| 085  | Dobbin     | Kevin    | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Lieutenant      | Patrol Division       | 3/20/2017 6:15:00 PM   |
| 087  | McIntosh   | Kevin    | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Sergeant        | Patrol Division       | 3/8/2017 3:55:04 AM    |
| 088  | Schmidt    | Kevin    | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Detective       | Investigations Bureau | 3/7/2017 12:21:52 PM   |
| 099  | Ruditsky   | Kevin    | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division       | 3/10/2017 9:47:44 AM   |
| 091  | Whitehill  | Kimberly | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division       | 3/6/2017 10:22:44 PM   |
| 142  | Earley     | Kyle     | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division       | 3/7/2017 4:04:44 PM    |
| S015 | Williams   | Kyle     | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Special Officer | Patrol Division       | 10/16/2017 12:29:37 PM |
| 121  | Maltese    | Leonard  | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Sergeant        | Patrol Division       | 3/7/2017 10:16:56 AM   |
| 084  | Freeman    | Margaret | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Sergeant        | Patrol Division       | 3/8/2017 10:37:28 AM   |
| 132  | Mattia     | Matthew  | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division       | 3/27/2017 9:35:52 PM   |
| 140  | Meyler     | Matthew  | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division       | 3/6/2017 2:14:24 PM    |
| 148  | Porricelli | Matthew  | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division       | 3/10/2017 10:30:46 PM  |

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| 082 | Fountain  | Michael  | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Chief of Police | Chief of Police     | 3/24/2017 10:19:22 AM |
| 122 | Hoppock   | Michael  | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Sergeant        | Patrol Division     | 3/28/2017 10:20:21 AM |
| 086 | Chalfin   | Peter    | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Sergeant        | Patrol Division     | 3/5/2017 9:07:27 PM   |
| 151 | Bylsma    | Peter    | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division     | 3/6/2017 10:23:04 AM  |
| 141 | Accatatta | Philip   | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division     | 3/4/2017 11:35:46 PM  |
| 097 | Grant     | Reginald | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Sergeant        | All supervisors     | 3/6/2017 8:59:16 AM   |
| 109 | Gallo     | Richard  | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Sergeant        | Patrol Division     | 3/12/2017 8:45:43 AM  |
| 093 | Kelly     | Robert   | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Sergeant        | Patrol Division     | 3/6/2017 10:59:24 PM  |
| 129 | Herring   | Robert   | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Sergeant        | Patrol Division     | 3/11/2017 1:26:23 AM  |
| 105 | Dessel    | Ross     | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division     | 3/13/2017 12:50:31 PM |
| 146 | McCarthy  | Sean     | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division     | 3/6/2017 5:36:31 AM   |
| 094 | Kreizman  | Seth     | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division     | 3/6/2017 7:28:40 AM   |
| 107 | Turner    | Steven   | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Patrolman       | Patrol Division     | 3/5/2017 11:59:56 PM  |
| 079 | Barstow   | Thomas   | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Captain         | Division Commanders | 3/6/2017 11:25:03 AM  |
| 095 | Mantle    | Thomas   | 2017 Bias Based Profiling | 3/4/2017 12:00:00 AM | Revised | Training Module | Lieutenant      | Patrol Division     | 3/30/2017 10:50:43 PM |

|     |        |         |                                 |                            |         |                    |           |                 |                        |
|-----|--------|---------|---------------------------------|----------------------------|---------|--------------------|-----------|-----------------|------------------------|
| 123 | Dutton | William | 2017 Bias<br>Based<br>Profiling | 3/4/2017<br>12:00:00<br>AM | Revised | Training<br>Module | Patrolman | Patrol Division | 3/7/2017<br>6:34:27 AM |
|-----|--------|---------|---------------------------------|----------------------------|---------|--------------------|-----------|-----------------|------------------------|

TRAINING ORDER 17/034  
MARCH 21, 2017

**MANALAPAN TOWNSHIP POLICE DEPARTMENT  
TRAINING ORDER**

TO: SERGEANT ROBERT HERRING  
FROM: LIEUTENANT KEVIN DOBBIN  
RE: EDUCATION\TRAINING

You have been selected to attend the following:

COURSE: Bias Crime/Incident Training for Community Partners

AGENCY: NJ Office of the Attorney General

LOCATION: Middlesex County Fire Academy  
1001 Fire Academy  
Sayreville, NJ

DATES: Start 03/29/2017 End 03/29/2017

HOURS: 1800 - 2030

**ADDITIONAL INSTRUCTIONS/COMMENTS:**

- ☒ You will drop down from your regular shift to attend this course/seminar
- ☐ You will be compensated for:
- ☐ Notify Municipal Court to request adjournment of your cases
- ☐ Coordinate with your supervisor
- ☒ Other: **Adjusted hours 1400 hours to 0200 hours**

**CERTIFICATION: Circle one: Attached or Forthcoming or No Certificate issued**  
**ATTACH COPY OF CERTIFICATE AND RETURN TO TRAINING OFFICER**

BY ORDER OF: \_\_\_\_\_  
TRAINING OFFICER

# Ewing Police K-9 Academy Class #3

Adam J. Sosnowski & K-9 Grim

Have Successfully Completed a

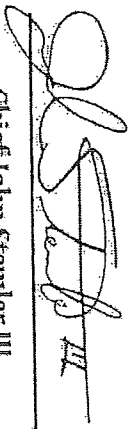
Patrol Dog Handler Course

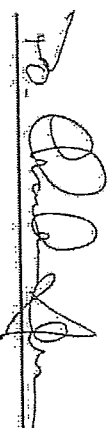
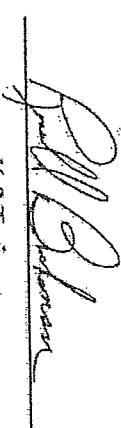
Under the Guidances of the

U.S.P.C.A. & The NJ State Attorney General

On the 11th Day of December 2015



  
Chief John Stanler III  
Ewing Police

  
Supervising K-9 Trainer  
Ewing Police Department  
  
K-9 Trainer  
Lawrence Township Police

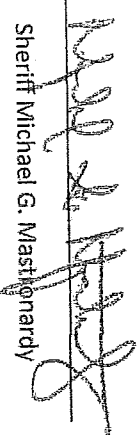
# *Ocean County Sheriff's Office Canine Training Academy*

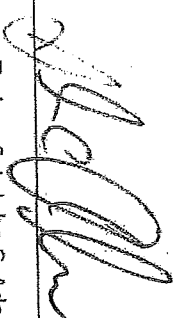
**Patrolman Adam Sosnowski & K9 "Grim"**

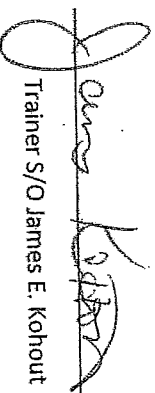
## **SCENT CLASS I**

Has successfully completed the required course of instruction administered by the Ocean County Sheriff's Office to achieve the certification accordingly as a **Narcotic Detection Team**, having attained the required proficiency promulgated under the training standards and qualifications set forth by the Office of the Attorney General.

February 29, 2016—May 20, 2016

  
Sheriff Michael G. Masti

  
Trainer Sgt. John C. Adams

  
Trainer S/O James E. Kohout



# New Jersey Police K-9 Association Certification for Patrol Canine Teams



|                       |                               |        |              |
|-----------------------|-------------------------------|--------|--------------|
| Handler's Name/Badge# | Adam Sosnowski #136           | Title  | Patrolman    |
| Department Address:   | 120 Rt 522 Manalapan NJ 07726 | Phone: | 732-446-4300 |

## Canine Information

|                         |       |        |           |     |                                                                             |
|-------------------------|-------|--------|-----------|-----|-----------------------------------------------------------------------------|
| Canine's Name & Badge # | Breed | Weight | Color     | Age | <input checked="" type="checkbox"/> Male<br><input type="checkbox"/> Female |
| GRIM K9-3               | GS    | 85 lbs | Black/Tan | 3   |                                                                             |

## Trainers Information

|                        |                                 |                  |              |
|------------------------|---------------------------------|------------------|--------------|
| Trainer's Name/Badge#  | Anthony Turso                   | Title            | Sgt.         |
| Department Address:    | Tinton Falls P.D.               | Phone:           | 732-512-3400 |
| Training site/Location | Tinton Falls K9 Training Center |                  |              |
| Date of training       | 12-6-17                         | Time of training | 0800         |

## Patrol Performance Indicators

|                                           |                      |                                          |                               |                                           |                                          |                                          |                                          |                               |
|-------------------------------------------|----------------------|------------------------------------------|-------------------------------|-------------------------------------------|------------------------------------------|------------------------------------------|------------------------------------------|-------------------------------|
| <b>Obedience</b>                          | Basic Commands       | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail | Release Commands                          | Verbal Recall                            | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail            |                               |
|                                           | Heel Work            | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |                                           | Release by Voice                         | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail            |                               |
|                                           | Distance Control     | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |                                           |                                          |                                          |                                          |                               |
|                                           | Walking Control      | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |                                           |                                          |                                          |                                          |                               |
| <b>Socialization</b>                      |                      | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail | Finish Position                           | False Start                              | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail            |                               |
| <b>Scent Work</b>                         | Article Search       | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail | Handler Protection                        |                                          | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail            |                               |
|                                           | Building Search      | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |                                           |                                          |                                          |                                          |                               |
|                                           | Box Search           | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |                                           | Agility                                  | Jumps                                    | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |
|                                           | Field Search         | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |                                           |                                          | A-Frame                                  | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |
|                                           | Tracking Human scent | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |                                           |                                          | Catwalk                                  | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |
|                                           |                      |                                          |                               | Crawl                                     | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail            |                                          |                               |
| <b>Criminal Apprehension:</b><br>No Crowd |                      | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail | <b>Criminal Apprehension:</b><br>Gun Fire |                                          | <input type="checkbox"/> Pass            | <input type="checkbox"/> Fail            |                               |
| <b>Criminal Apprehension:</b><br>Standing |                      | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail | <b>Criminal Apprehension:</b><br>Pat-down |                                          | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail            |                               |
| <b>Criminal Apprehension:</b><br>Moving   |                      | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |                                           |                                          |                                          |                                          |                               |

## Handler's Performance Indicators

|                                                                                                                         |                                          |                               |                       |
|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------|-------------------------------|-----------------------|
| <b>K-9 Training Standards and Qualification Requirements (Attorney Generals Guidelines New Jersey)</b>                  |                                          |                               |                       |
| 2.3.2: The Law Enforcement Officer handler will demonstrate the ability to recognize the alert sign given by the police |                                          |                               |                       |
| specialty dog:                                                                                                          | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |                       |
| 2.3.3: The Law Enforcement Officer handler will demonstrate the ability to properly control the police                  |                                          |                               |                       |
| patrol dog during searches:                                                                                             | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail | Praise and Reward     |
| Attitude / Enthusiasm                                                                                                   | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail | Confidence in the dog |
| Search Sequence                                                                                                         | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail | Lead Control          |

## Trainer's Comments

K9 + Handler worked Excellent as a TEAM & completed all Recertification Requirements By AG Guidelines

Sgt. ED LISTER WALL P.D 2nd TRAINER

Sgt. Nick Bondarew Howell Twp P.D 3rd Trainer

|                      |                          |       |         |
|----------------------|--------------------------|-------|---------|
| Handler's Signature: | Adam Sosnowski #136 MTPD | Date: | 12-6-17 |
| Trainer's Signature: | Sgt. Ed Lister #155      | Date: | 12/6/17 |
| Trainer's Signature: | Nick Bondarew            | Date: | 12/6/17 |

Edul Rth #142 WTPD



# **New Jersey Police K-9 Association Certification for Narcotics Canine Teams**



|                             |                                                            |                  |           |              |                                                                             |
|-----------------------------|------------------------------------------------------------|------------------|-----------|--------------|-----------------------------------------------------------------------------|
| Handler's Name/Badge#       | Adam Sasnowski #136                                        |                  | Title     | Patrolman    |                                                                             |
| Department Address:         | 120 Rt 522 Manalapan NJ 07726                              |                  | Phone:    | 732-446-4300 |                                                                             |
| <b>Canine Information</b>   |                                                            |                  |           |              |                                                                             |
| Canine's Name & Badge #     | Breed                                                      | Weight           | Color     | Age          | <input checked="" type="checkbox"/> Male<br><input type="checkbox"/> Female |
| Grim K9-3                   | GS                                                         | 85 lbs.          | Black/Tan | 3            |                                                                             |
| <b>Trainers Information</b> |                                                            |                  |           |              |                                                                             |
| Trainer's Name/Badge#       | See Below                                                  |                  | Title     | N/A          |                                                                             |
| Department Address:         | New Jersey Police K-9 Association Voorhees Training center |                  | Phone:    |              |                                                                             |
| Training site/Location      | Tinton Falls K9 Training Center                            |                  |           |              |                                                                             |
| Date of training            | 12/6/17                                                    | Time of training | 0800 hrs  |              |                                                                             |

| Narcotics Performance Indicators            |          |                                          |                               |                          |  |
|---------------------------------------------|----------|------------------------------------------|-------------------------------|--------------------------|--|
| <input type="checkbox"/> Marijuana          | Building | <input type="checkbox"/> Pass            | <input type="checkbox"/> Fail |                          |  |
|                                             | Vehicle  | <input type="checkbox"/> Pass            | <input type="checkbox"/> Fail |                          |  |
| <input type="checkbox"/> Hashish            | Building | <input type="checkbox"/> Pass            | <input type="checkbox"/> Fail |                          |  |
|                                             | Vehicle  | <input type="checkbox"/> Pass            | <input type="checkbox"/> Fail |                          |  |
| <input checked="" type="checkbox"/> Cocaine | Building | <input type="checkbox"/> Pass            | <input type="checkbox"/> Fail | INSIDE FILE CABINET RM30 |  |
|                                             | Vehicle  | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |                          |  |
| <input type="checkbox"/> Crack Cocaine      | Building | <input type="checkbox"/> Pass            | <input type="checkbox"/> Fail |                          |  |
|                                             | Vehicle  | <input type="checkbox"/> Pass            | <input type="checkbox"/> Fail |                          |  |
| <input checked="" type="checkbox"/> Heroin  | Building | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail | JRWOC Rm 27 Desk DRAW    |  |
|                                             | Vehicle  | <input type="checkbox"/> Pass            | <input type="checkbox"/> Fail |                          |  |
| <input type="checkbox"/> Meth               | Building | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |                          |  |
|                                             | Vehicle  | <input type="checkbox"/> Pass            | <input type="checkbox"/> Fail |                          |  |
| <input type="checkbox"/> Other              | Building | <input type="checkbox"/> Pass            | <input type="checkbox"/> Fail |                          |  |
|                                             | Vehicle  | <input type="checkbox"/> Pass            | <input type="checkbox"/> Fail |                          |  |

| Handler's Performance Indicators                                                                                        |                                          |                               |                       |                                          |                               |
|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------|-------------------------------|-----------------------|------------------------------------------|-------------------------------|
| K-9 Training Standards and Qualification Requirements (Attorney Generals Guidelines New Jersey)                         |                                          |                               |                       |                                          |                               |
| 2.3.2: The Law Enforcement Officer handler will demonstrate the ability to recognize the alert sign given by the police |                                          |                               |                       |                                          |                               |
| specialty dog:                                                                                                          | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |                       |                                          |                               |
| 2.3.3: The Law Enforcement Officer handler will demonstrate the ability to properly control the police                  |                                          |                               |                       |                                          |                               |
| specialty dog during searches:                                                                                          | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail | Praise and Reward     | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |
| Attitude / Enthusiasm                                                                                                   | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail | Confidence in the dog | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |
| Search Sequence                                                                                                         | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail | Lead Control          | <input checked="" type="checkbox"/> Pass | <input type="checkbox"/> Fail |

| Trainer's Comments                  |  |
|-------------------------------------|--|
| Next certification due in 6- months |  |

|                                                                                                                                           |  |
|-------------------------------------------------------------------------------------------------------------------------------------------|--|
| K9 SEARCHED Rooms + upon Location of HIDE had Change of Behavior with Head Spin & Scratching at location of hide for Positive Indication. |  |
|-------------------------------------------------------------------------------------------------------------------------------------------|--|

|                      |                                 |       |         |
|----------------------|---------------------------------|-------|---------|
| Handler's Signature: | <i>Adam Sasnowski</i> #136 MTPD | Date: | 12/6/17 |
| Trainer's Signature: | <i>[Signature]</i>              | Date: | 12/6/17 |
| Trainer's Signature: | <i>[Signature]</i> #42 WTPD     | Date: | 12/6/17 |

# MONMOUTH COUNTY POLICE PURSUIT SUMMARY REPORT

|                                                                  |                                     |
|------------------------------------------------------------------|-------------------------------------|
| Agency:<br>Manalapan Township Police                             | County:<br>Monmouth                 |
| Reporting Period: JAN. TO DEC. 2014                              |                                     |
| Person Completing Report:<br>Captain Jeffrey Morrell             | Date Completed:<br>January 17, 2015 |
| Telephone Number:<br>(732) 446-3879                              |                                     |
| 01. Number of pursuits initiated                                 | 1                                   |
| 02. Number of pursuits resulting in accidents                    | 0                                   |
| 03. Number of pursuits resulting in injury (NO DEATHS)           | 0                                   |
| 04. Number of pursuits resulting in death                        | 0                                   |
| 05. Number of pursuits resulting in arrest                       | 1                                   |
| 06. Number of vehicles in accidents                              | 0                                   |
| a. Pursued vehicles                                              | 0                                   |
| b. Police vehicles                                               | 0                                   |
| c. Third party vehicles                                          | 0                                   |
| 07. Number of people injured                                     | 0                                   |
| a. Pursued vehicles                                              | 0                                   |
| b. Police vehicles                                               | 0                                   |
| c. Third party vehicles                                          | 0                                   |
| d. Pedestrians                                                   | 0                                   |
| 08. Number of people killed                                      | 0                                   |
| a. Pursued vehicles                                              | 0                                   |
| b. Police vehicles                                               | 0                                   |
| c. Third party vehicles                                          | 0                                   |
| d. Pedestrians                                                   | 0                                   |
| 09. Number of people arrested                                    | 1                                   |
| 10. Number of pursuits in which a tire deflation device was used | 0                                   |



## Monmouth County Police Pursuit Report

Agency: Manalapan Township Police Department

Reporting Period : January 1, 2015 through December 31, 2015

Person Completing Report: Captain Thomas Barstow

Telephone Number: 732 446-3879

Date Completed: January 7, 2016

|                                                                  |   |
|------------------------------------------------------------------|---|
| 1. Number of pursuits initiated                                  | 2 |
| 2. Number of pursuits resulting in accidents                     | 0 |
| 3. Number of pursuits resulting in injury (NO DEATHS)            | 0 |
| 4. Number of pursuits resulting in death                         | 0 |
| 5. Number of pursuits resulting in arrest                        | 1 |
| 6. Number of vehicles in accidents                               |   |
| a. Pursued vehicles                                              | 0 |
| b. Police vehicles                                               | 0 |
| c. Third party vehicles                                          | 0 |
| 7. Number of people injured                                      |   |
| a. Pursued vehicles                                              | 0 |
| b. Police vehicles                                               | 0 |
| c. Third party vehicles                                          | 0 |
| d. Pedestrians                                                   | 0 |
| 8. Number of people killed                                       |   |
| a. Pursued vehicles                                              | 0 |
| b. Police vehicles                                               | 0 |
| c. Third party vehicles                                          | 0 |
| d. Pedestrians                                                   | 0 |
| 9. Number of people arrested                                     | 1 |
| 10. Number of pursuits in which a tire deflation device was used | 0 |

Do not type into dark shaded areas of the form.



## Monmouth County Police Pursuit Report

Agency: Manalapan Township Police Department

Reporting Period : January 1, 2015 through December 31, 2015

Person Completing Report: Captain Thomas Barstow

Telephone Number: 732 446-3879

Date Completed: January 7, 2016

|                                                                  |   |
|------------------------------------------------------------------|---|
| 1. Number of pursuits initiated                                  | 2 |
| 2. Number of pursuits resulting in accidents                     | 0 |
| 3. Number of pursuits resulting in injury (NO DEATHS)            | 0 |
| 4. Number of pursuits resulting in death                         | 0 |
| 5. Number of pursuits resulting in arrest                        | 1 |
| 6. Number of vehicles in accidents                               |   |
| a. Pursued vehicles                                              | 0 |
| b. Police vehicles                                               | 0 |
| c. Third party vehicles                                          | 0 |
| 7. Number of people injured                                      |   |
| a. Pursued vehicles                                              | 0 |
| b. Police vehicles                                               | 0 |
| c. Third party vehicles                                          | 0 |
| d. Pedestrians                                                   | 0 |
| 8. Number of people killed                                       |   |
| a. Pursued vehicles                                              | 0 |
| b. Police vehicles                                               | 0 |
| c. Third party vehicles                                          | 0 |
| d. Pedestrians                                                   | 0 |
| 9. Number of people arrested                                     | 1 |
| 10. Number of pursuits in which a tire deflation device was used | 0 |

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## Monmouth County Police Pursuit Report

Agency: Manalapan Township Police Department

Reporting Period : Annual Report for 2016

Person Completing Report: Captain Edward Niesz

Telephone Number: (732)547-3888

Date Completed: January 4th 2016

|                                                                  |   |
|------------------------------------------------------------------|---|
| 1. Number of pursuits initiated                                  | 0 |
| 2. Number of pursuits resulting in accidents                     | 0 |
| 3. Number of pursuits resulting in injury (NO DEATHS)            | 0 |
| 4. Number of pursuits resulting in death                         | 0 |
| 5. Number of pursuits resulting in arrest                        | 0 |
| 6. Number of vehicles in accidents                               |   |
| a. Pursued vehicles                                              | 0 |
| b. Police vehicles                                               | 0 |
| c. Third party vehicles                                          | 0 |
| 7. Number of people injured                                      |   |
| a. Pursued vehicles                                              | 0 |
| b. Police vehicles                                               | 0 |
| c. Third party vehicles                                          | 0 |
| d. Pedestrians                                                   | 0 |
| 8. Number of people killed                                       |   |
| a. Pursued vehicles                                              | 0 |
| b. Police vehicles                                               | 0 |
| c. Third party vehicles                                          | 0 |
| d. Pedestrians                                                   | 0 |
| 9. Number of people arrested                                     | 0 |
| 10. Number of pursuits in which a tire deflation device was used | 0 |

Do not type into dark shaded areas of the form.

ORIGINAL



## Monmouth County Police Pursuit Report

Agency: Manalapan Township Police Department

Reporting Period : Annual Report for 2016

Person Completing Report: Captain Edward Niesz

Telephone Number: (732)547-3888

Date Completed: January 4th 2016

|                                                                  |   |
|------------------------------------------------------------------|---|
| 1. Number of pursuits initiated                                  | 0 |
| 2. Number of pursuits resulting in accidents                     | 0 |
| 3. Number of pursuits resulting in injury (NO DEATHS)            | 0 |
| 4. Number of pursuits resulting in death                         | 0 |
| 5. Number of pursuits resulting in arrest                        | 0 |
| 6. Number of vehicles in accidents                               |   |
| a. Pursued vehicles                                              | 0 |
| b. Police vehicles                                               | 0 |
| c. Third party vehicles                                          | 0 |
| 7. Number of people injured                                      |   |
| a. Pursued vehicles                                              | 0 |
| b. Police vehicles                                               | 0 |
| c. Third party vehicles                                          | 0 |
| d. Pedestrians                                                   | 0 |
| 8. Number of people killed                                       |   |
| a. Pursued vehicles                                              | 0 |
| b. Police vehicles                                               | 0 |
| c. Third party vehicles                                          | 0 |
| d. Pedestrians                                                   | 0 |
| 9. Number of people arrested                                     | 0 |
| 10. Number of pursuits in which a tire deflation device was used | 0 |

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