

# Community Engagement in Policy Creation - Chicago Police Department

## INTERACTIONS WITH THE TRANSGENDER COMMUNITY

The Chicago Police Department (CPD) recognizes the need for a comprehensive community engagement process that offers the community a meaningful opportunity to provide input into CPD policies. Please use the following information to guide your feedback and discussions on the CPD policy related to Interactions with the Transgender Community.

### **BACKGROUND**

The City of Chicago Consent Decree requires that CPD review and revise the necessary CPD policy to guide "CPD members' interactions with transgender, intersex, and gender nonconforming individuals, including protocols for arrests, pat downs and searches, transportation, and detention" (§61) In development of the policy on Interactions with Transgender, Intersex, and Gender Nonconforming (TIGN) Individuals, CPD has researched applicable laws, operational practices from other agencies, and other published research and analyses, including recommendations from the International Association of Chiefs of Police (IACP) and the National Center for Transgender Equality.

**Current CPD Policy** (available publicly at <http://directives.chicagopolice.org>)

- G02-01-03 "Police Interactions with Transgender, Intersex, and Gender Nonconforming (TIGN) Individuals"

CPD officers will treat all persons with the courtesy and dignity which is inherently due every person as a human being and will act, speak, and conduct themselves in a professional manner, recognizing their obligation to safeguard life and property, and maintain a courteous, professional attitude in all contacts with the public.

**775 ILCS 5/1-102 - Freedom from Unlawful Discrimination.** To secure for all individuals within Illinois the freedom from discrimination against any individual because of his or her race, color, religion, sex, national origin, ancestry, age, order of protection status, marital status, physical or mental disability, military status, sexual orientation, pregnancy, or unfavorable discharge from military service in connection with employment, real estate transactions, access to financial credit, and the availability of public accommodations. (**Illinois Human Rights Act**)

### **POLICY ENGAGEMENT TOPICS**

- Procedures that create mutual understanding, prevent discrimination and conflict, and ensure the respectful treatment of transgender individuals.
- Prohibitions on exhibiting any bias or prejudice, discrimination, and using language or taking action intended to taunt or denigrate.
- Use of names, pronouns, and titles of respect appropriate to the individual's gender identity, without requiring proof.
- Reports indicating the names, pronouns, and sex as expressed, clarified, or requested by the individual, including non-binary designations.
- Pat-downs and searches consistent with gender expressed, clarified, or requested by the individual.
- Reporting and investigation of crimes and treatment of victims.
- Transportation and detention consistent with gender expressed, clarified, or requested by the individual.

***CPD anticipates gathering and utilizing the feedback provided via the community engagement process to develop a comprehensive policy that is inclusive of and reflects the needs and expectations of both the community and CPD. CPD's policy development process will also include the public posting of proposed policies for comments on CPD's website prior to implementation.***