

## RACIAL PROFILE STATEMENT

The City of Shaker Heights and the Shaker Heights Police Department unequivocally reject and denounce the practice of "racial profiling."

It is considered unethical and improper behavior for any police officer to suspect a person of criminal behavior based solely on race or ethnicity. This practice, known as "racial profiling," is a harmful presumption that propagates erroneous stereotypes about certain people. It is a violation of their civil rights and against the law. The Shaker Heights Police Department further rejects any police work that is the result of assumptions about race, color, religion, sex, national origin, age, ancestry, disability, sexual orientation, gender identity or expression, or economic status.

Crime sometimes affects Shaker Heights' neighborhoods disproportionately. It is a police officer's job to not only protect, but to be sensitive in interactions with residents in these neighborhoods. To achieve this goal, police must and will use lawful means to stop people and vehicles during investigations; however, we pledge to use these tactics properly and respectfully.

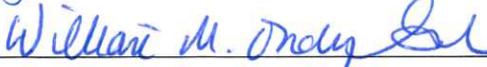
Our commitment to each and every citizen of Shaker Heights and to our officers is to not engage in any form of "racial profiling." This commitment assists in forming positive relationships with our community; ~~time~~ it builds trust and public cooperation. Trust and public cooperation promotes collaborative problem solving, increases public confidence in overall police activity and enhances our legitimacy within our community.



David E. Weiss, Mayor



Jeri E. Chaikin, Chief Administrative Officer



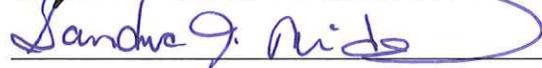
William Ondrey Gruber, Director of Law



Adam Flynt, OPBA Representative



Wayne D. Hudson, Chief of Police



Sandra Middleton, Director of Human Resources



Anne Williams, Chair, Safety and Public Works Committee



Thomas Clementi, FOP Representative