



Fair and Equitable Policing Policy

Purpose:

To respect the diversity, and advance the equity and human rights, of the people of Edmonton. This policy sets out the principles and responsibilities for providing fair and equitable policing services.

Statement of Principle:

An individual's rights and freedoms are protected by the *Canadian Charter of Rights and Freedoms* and the *Alberta Human Rights Act*.

Definitions:

Definitions listed in this section apply to this document only with no implied or intended organization-wide or EPS Policy and Procedure Manual wide use.

Bias – A belief or attitude, whether conscious or unconscious that may impact a person's behaviour and can lead to differential treatment of individuals or groups.

Bias Awareness – Conscious recognition and understanding of biases that individuals possess.

Cultural Safety – An environment which is physically, spiritually, socially, and emotionally safe for people of all different identities; and where there is no assault, challenge or denial of a person's rights as protected by the *Charter of Rights and Freedoms* and the *Alberta Human Rights Act*.

Explicit Bias – A conscious belief or attitude that may impact a person's behaviour.

Implicit Bias – An unconscious belief or attitude that may impact a person's behaviour.

Policy Statement:

The EPS is committed to the equitable delivery of, and access to, appropriate policing services which respect an individual's protected rights and freedoms.

In the provision of policing services EPS members must:



Manual Part: Operations (OP)	Policy Number: OP2PO	Alberta Policing Standards:
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1. reasonably and equitably uphold the law which incorporates the protection of human rights,
2. exercise bias awareness,
3. exercise bias management by ensuring their actions are not motivated by personal bias, stereotyping, or prejudice, and
4. practice cultural safety and uphold the inherent dignity and rights of each individual.