

Policy III.3000.F, Racial Profiling Prohibited

Purpose

San Jacinto College is committed to providing law enforcement services in a fair, impartial, and professional manner that protects the constitutional rights of all individuals. This policy prohibits racial profiling and all other forms of unlawful bias-based profiling and establishes standards for accountability, public education, officer training, complaint procedures, and compliance with applicable state and federal law.

Policy

San Jacinto College Police officers shall perform their duties in a lawful, professional, and impartial manner without regard to an individual's race, color, ethnicity, national origin, shared heritage, English-speaking ability, or any other legally protected characteristic.

Racial profiling and other prohibited bias-based profiling are strictly prohibited. Officers shall not rely on protected characteristics when conducting investigations, field interviews, or traffic and pedestrian interactions. This policy applies to all drivers, passengers, pedestrians, students, employees, and visitors. Officers shall treat all individuals with professionalism, dignity, and respect while safeguarding the constitutional rights guaranteed by the United States Constitution and the Texas Constitution, including equal protection under the law and freedom from unreasonable searches and seizures.

The Chief of Police or designee shall maintain a process for receiving and investigating complaints alleging violations of this policy. Information regarding the complaint process shall be made available to students, employees, and the public through appropriate communication methods, including the College website, publications, public notices, presentations, or other effective means.

The Chief of Police shall develop, maintain, and disseminate written procedures that:

- a. Prohibit racial profiling and other unlawful bias-based profiling practices;
- b. Clearly define conduct that constitutes racial profiling;
- c. Establish accessible procedures for receiving, investigating, resolving, and documenting complaints from members of the public and college community alleging racial profiling;
- d. Require appropriate corrective action, up to and including termination, when an investigation determines that a peace officer has violated this policy;
- e. Require collection of information relating to motor vehicle stops in which a ticket, citation, or warning is issued and no arrests made as a result of those stops, including information relating to the race or ethnicity of the individual detained and whether a search was conducted and, if so, whether the individual detained consented to the search; and

f. Ensure compliance with all applicable state law governing the collection, maintenance, and annual reporting of racial profiling data to the Texas Commission on Law Enforcement (TCOLE) and the Board of Trustees.

The Chief of Police or designee shall ensure that all commissioned officers receive training on this policy, departmental procedures, and the prohibition against racial profiling as required by applicable state law.

Authority

San Jacinto College is committed to providing law enforcement services that protect constitutional rights, promote public confidence, and ensure equal treatment under the law.

This policy is adopted in accordance with the Texas Code of Criminal Procedure, Chapter 2B, Subchapter B, which requires law enforcement agencies to prohibit racial profiling, establish complaint procedures, provide officer training, provide public education regarding the complaint process, collect and report required data, evaluate opportunities for improvement, and maintain accountability measures. The policy also supports compliance with the Fourth and Fourteenth Amendments to the United States Constitution and all other applicable federal and state laws.

Associated Procedures

None

Date of Board Approval	This policy became effective as of August 10, 2026, under the Chancellor's authority granted by the Board under Policy III.2000.A, Policy and Procedure Development, Review, Revision, and Rescission. Permanent affirmation of the change will follow the standard policy review process of two readings at regularly scheduled meetings of the Board with first reading on August 10, 2026, and approval anticipated on September 14, 2026.
Effective Date	This policy became effective as of August 10, 2026, under the Chancellor's authority granted by the Board under Policy III.2000.A, Policy and Procedure Development, Review, Revision, and Rescission. Permanent affirmation of the change will follow the standard policy review process of two readings at regularly scheduled meetings of the Board with first reading on August 10, 2026, and approval anticipated on September 14, 2026.
Primary Owner	Vice Chancellor, Fiscal Affairs
Secondary Owner	Chief of Police