

August 7, 2019

VIA EMAIL AND U.S. MAIL

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RE: Best practices for “Interacting with Transgender and Gender Nonconforming Individuals” GPO

Dear Chief Williams and Chief Aden:

We are pleased that the City has agreed to create a General Police Order (“GPO”) governing police interactions with transgender and gender nonconforming individuals. While our society continues to make progress toward equality for transgender and gender nonconforming individuals, these members of our community still face disproportionate levels of violence and harassment, both from fellow citizens and from law enforcement. We applaud the City’s and CDP’s desire to begin addressing these issues with a formal policy.

We note that, per the Fourth Year Monitoring Plan, submission of a first draft of the GPO is scheduled for September 6, 2019. We provide these recommendations in advance so they may inform the drafting process. We look forward to being included in reviews of future drafts before they are finalized.

A strong policy will include:

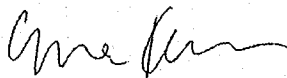
- Requirement that officers address people by their preferred name and pronouns (she, her, they, etc.);
 - This will mean CDP must collect a person's preferred names on all department forms. Note: "preferred name" should not be called "alias."
- Collection – with robust training and privacy protections – of data on individuals' sexual orientation and gender identity, to inform safety initiatives;
- Prohibition on conducting any type of search, including pat-downs/frisks, to determine a person's sex or gender;
- Requirement that, when possible, during any strip search of a transgender, intersex, or gender nonconforming person, the search be conducted by either of three options: (1) a medical provider, (2) a female officer, or (3) an officer of the gender with which the person is most comfortable;
- Express prohibition against officers discriminating (including by using derogatory terms), harassing, or profiling a person based on their sexual orientation or gender identity; and
- Comprehensive and ongoing cultural competency training on LGBTQ issues.

Thank you for your consideration as you draft CDP's first-ever "Interacting with Transgender and Gender Nonconforming Individuals" GPO. We will follow up with you in September to discuss the timeline for reviewing future drafts. Please do not hesitate to get in touch before then to discuss these recommendations.

Sincerely,



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