

DECLARATION OF VALUES

DEDICATION – The Police Department is dedicated in providing the most professional police service possible. The self-motivated members of the Police Department endeavor to respond quickly to the needs of the community.

PROFESSIONALISM - The Police Department is committed to adhering to the highest moral and ethical standards possible. Police Department personnel will be well groomed, highly trained, courteous, and committed to serving the public.

INTEGRITY - Through our actions, the Police Department will reflect honesty, accountability, and sincerity. We will perform our duties without bias or prejudice.

EXCELLENCE – The Police Department assures that its employees are proactive, innovative, and highly competent. Through education and training, the Police Department will produce employees who are self-motivated and performance driven.

INTERACTIVE – An excellent relationship between the Police Department and the community is essential to the achievement of the Police Department's Mission. The Police Department will place an emphasis on community policing and will be attentive to the needs of its citizens.

RESPECT – The Police Department pledges to treat everyone with compassion and dignity. Through fairness and civility, the Police Department aspires to earn the respect of the citizens we serve.

The Casselberry Police Department Mission Statement



The mission of the Casselberry Police Department is to work in partnership with the community to protect life and property, solve neighborhood problems and enhance the quality of life in our City.

Casselberry Police Department
4195 South U.S. Highway 17-92
Casselberry, Florida 32707
(407) 262-7616
Email: police@casselberry.org
Website: www.casselberry.org

BIAS-BASED POLICING

A Guide for Community Education and Awareness

This brochure is designed to educate the public on the issue of bias-based policing to include what it is and what to do if you believe you have been a victim of bias-based policing.



**To our Residents, Local Business Owners,
Commuters and Visitors**

We are here to protect the community. Law enforcement officers are required to use skills developed through observation, training and experience in order to identify suspicious circumstances, unusual occurrences and violations of law (municipal ordinance, criminal and traffic), and to act according to the situation. We contact people who, according to our training, experience, and knowledge, are in a place or are acting in a way to make us believe that a crime was committed, is about to be committed or is in the process of being committed. This proactive approach aids in the detection and apprehension of criminals, maintains the safety of our streets and highways, and protects our citizens and community from crime.

We want to do the right thing. Discriminatory enforcement practices can alienate our citizens, foster distrust of police in the community, invite media scrutiny, legislative action and judicial intervention, and potentially lead to allegations of constitutional and civil rights violations. As we perform our duties, it is imperative that we afford all citizens the Constitutional and fundamental right to equal protection under the law.

Bias-Based Policing

The selection of individual(s) based solely on a trait common to a group for enforcement action. This includes but is not limited to: race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group or any other identifiable group.

Policy

The Casselberry Police Department is committed to unbiased policing. Investigative detentions, traffic stops, arrests, searches, and property seizures by Officers will be based on a standard of reasonable suspicion or probable cause in accordance with the Fourth Amendment of the U.S. Constitution. Officers must be able to articulate specific facts and circumstances that support reasonable suspicion or probable cause for investigative detentions, traffic stops, arrests, nonconsensual searches, and property seizures.

How to Report Bias-Based Policing

Citizens who feel they have been stopped or searched due to bias-based policing are encouraged to file a complaint with the Department.

Complaints may be filed in person, by mail, electronic mail, or by telephone. To file a complaint in writing or by e-mail please include all the facts, names, dates, and places known. Please include as much detail as possible.

ALL COMPLAINTS WILL BE INVESTIGATED.

Regular mail may be sent to:

Larry D. Krantz, Chief of Police
Casselberry Police Department
4195 South U.S. Highway 17-92
Casselberry, Florida 32707

He can be contacted by calling 407-262-7616 ext.1064 or by email at police@casselberry.org
