

Understanding and Preventing Racial Profiling in Law Enforcement

Course Description:

This two-hour in-service training course provides a critical examination of racial profiling, distinguishing it from legitimate criminal profiling practices based on behavior and evidence. Participants will explore the historical context and contemporary implications of racial profiling, including its impact on community trust and public safety.

Key topics include:

- **Defining Racial Profiling:** Understanding what constitutes racial profiling and how it differs from legitimate, behavior-based profiling techniques.
- **Myths and Misperceptions:** Debunking common myths surrounding racial profiling and examining how misinformation can perpetuate biased practices.
- **Legal and Ethical Considerations:** Overview of constitutional protections, civil rights implications, and departmental policies related to bias-based policing.
- **Prevention Strategies:** Practical approaches to prevent racial profiling, including cultural competency, implicit bias awareness, and community engagement techniques.

Target Audience: Sworn law enforcement officers in Virginia seeking to fulfill the 2-hour cultural diversity in-service training requirement.

Location: Virginia Highlands Community College, 160 Opportunity Lane, Abingdon, VA. OTC Building, Room 112

Time: 12/4/25 from 12:00 noon until 2:00 p.m.

Training Fee: Free

Course Registration: Complete the highlighted areas on the attached form and forward to the academy.