

House File 356 - Introduced

HOUSE FILE 356

BY MASCHER

A BILL FOR

1 An Act relating to law enforcement profiling by standardizing
2 collection and centralizing the compilation and reporting
3 of officer stop and compliance data, providing for officer
4 training, creating a community policing advisory board,
5 providing for penalties and remedies, and including
6 effective date provisions.

7 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 80B.11, subsection 1, paragraphs a and b,
2 Code 2021, are amended to read as follows:

3 a. Minimum entrance requirements, course of study,
4 attendance requirements, and equipment and facilities required
5 at approved law enforcement training schools. Minimum age
6 requirements for entrance to approved law enforcement training
7 schools shall be eighteen years of age. Minimum course of
8 study requirements shall include a separate domestic abuse
9 curriculum, which may include but is not limited to outside
10 speakers from domestic abuse shelters and crime victim
11 assistance organizations. Minimum course of study requirements
12 shall also include a sexual assault curriculum, and a separate
13 curriculum regarding the prevention of profiling as defined in
14 section 80I.2.

15 b. Minimum basic training requirements law enforcement
16 officers employed after July 1, 1968, must complete in order
17 to remain eligible for continued employment and the time
18 within which such basic training must be completed. Minimum
19 requirements shall mandate training devoted to the topic of
20 domestic abuse, and sexual assault, and the prevention of
21 profiling as defined in section 80I.2. The council shall
22 submit an annual report to the general assembly by January 15
23 of each year relating to the continuing education requirements
24 devoted to the topic of domestic abuse, and the prevention of
25 profiling as defined in section 80I.2, including the number of
26 hours required, the substance of the classes offered, and other
27 related matters.

28 Sec. 2. Section 80B.11, subsection 1, paragraph c,
29 subparagraph (2), Code 2021, is amended to read as follows:

30 (2) In-service training under this paragraph "c" shall
31 include the requirement that all law enforcement officers
32 complete a course on the prevention of profiling as defined in
33 section 80I.2, and a course on investigation, identification,
34 and reporting of public offenses based on the race, color,
35 religion, ancestry, national origin, political affiliation,

1 sex, sexual orientation, age, or disability of the victim. The
2 director shall consult with the civil rights commission, the
3 department of public safety, and the prosecuting attorneys
4 training coordinator in developing the requirements for this
5 course and may contract with outside providers for this course.

6 Sec. 3. NEW SECTION. 80I.1 Purpose — construction.

7 It is the purpose of this chapter to prohibit racial and
8 ethnic profiling in law enforcement, to foster trust and
9 cooperation with law enforcement in Iowa communities, and
10 to create a safer state for all Iowans, law enforcement and
11 citizens alike.

12 Sec. 4. NEW SECTION. 80I.2 Definitions.

13 As used in this chapter, unless the context otherwise
14 requires:

15 1. "Board" means the community policing advisory board.

16 2. a. "Discriminatory pretextual stop" means a stop
17 involving disparate treatment by the officer or a stop
18 for which the person's race, color, ethnicity, religion,
19 or national origin was considered or relied upon or was a
20 motivating factor in the officer's decision to make the stop
21 or to take other action during the stop, including a request
22 to consent to a search.

23 b. It is not a discriminatory pretextual stop when an
24 officer bases the officer's decision to make a stop on a
25 specific suspect description-based identification that includes
26 in the suspect's identification one or more of the personal
27 characteristics or traits listed in subsection 11.

28 3. "Disparate treatment" means differential treatment of
29 a person on the basis of race, color, ethnicity, religion, or
30 national origin.

31 4. "Division of criminal and juvenile justice planning" means
32 the division of criminal and juvenile justice planning of the
33 department of human rights.

34 5. "Law enforcement activities" mean any of the following:
35 traffic, bicyclist, or pedestrian stops by an officer; and

1 actions during a stop, including asking questions, frisks,
2 consensual and nonconsensual searches of an individual or any
3 property, seizing any property, removing occupants from a motor
4 vehicle during a traffic stop, issuing a warning or citation,
5 and making an arrest. "*Law enforcement activities*" does not
6 include roadblocks, vehicle check points, and security checks
7 where every person seeking to enter a venue or facility is
8 subject to detention, questioning, or a search of person or
9 property, and responses to requests for service.

10 6. "*Law enforcement agency*" means any governmental agency
11 that investigates persons suspected of or charged with a crime.

12 7. "*Officer*" means a peace officer, as defined in section
13 801.4 including while employed off-duty by a private employer
14 and in uniform, but not including a probation officer or a
15 parole officer.

16 8. "*Personal identifying information*" means a person's name,
17 address, or any other information that would allow a third
18 party to identify the person by name.

19 9. "*Pretextual stop*" means a stop by an officer of a driver
20 or passenger, a bicyclist, or a pedestrian for an alleged
21 violation of the law, to allow the officer to then question
22 and probe for information that might suggest the person
23 has committed some not apparent or yet-to-be identified law
24 violation. A stop shall be considered a pretextual stop under
25 the following circumstances:

26 a. When the race, color, ethnicity, religion, or national
27 origin of the person stopped was considered or relied upon
28 or was a motivating factor in making the decision to make a
29 racially discriminatory stop.

30 b. When the officer prolonged the stop beyond the amount
31 of time when the law enforcement tasks tied to the alleged
32 violation are or reasonably should have been completed.

33 10. "*Profiling*" means any of the following when an officer
34 is deciding to initiate law enforcement activities including
35 the use and scope of such activities:

1 *a.* Consideration or reliance upon actual or perceived race,
2 color, ethnicity, religion, or national origin.

3 *b.* Disparate treatment of a person.

4 *c.* Making or conducting a discriminatory pretextual stop.

5 11. "*Specific suspect description-based identification*" means
6 a reasonably detailed physical description of the personal
7 identifying characteristics of a potential suspect, including
8 but not limited to age, sex, ethnicity, race, or English
9 language proficiency.

10 12. "*Stop*" means the detention of a person by an officer,
11 including a temporary detention.

12 Sec. 5. NEW SECTION. 80I.3 Profiling — prohibition —
13 **allowed policy and actions.**

14 1. An officer shall not engage in profiling in the course of
15 performing law enforcement activities.

16 2. This section shall not prohibit any of the following:

17 *a.* A law enforcement agency's policy allowing the use of
18 information that has been provided by a victim describing the
19 personal identifying characteristics of an alleged perpetrator
20 of a crime in order to seek out persons who match that
21 description.

22 *b.* An action by an officer that relies upon any of the
23 following:

24 (1) Personal identifying information or a specific suspect
25 description-based identification. However, a specific suspect
26 description-based identification only provides probable
27 cause or reasonable suspicion to stop a person who reasonably
28 resembles the person described in that identification, and does
29 not allow an officer to stop a person merely because the person
30 is of the same race, color, ethnicity, religion, or national
31 origin as the suspect.

32 (2) A person's observed behavior linking that person or
33 another person to suspected unlawful activity that establishes
34 probable cause or a reasonable suspicion that criminal activity
35 is afoot.

1 (3) Other trustworthy information or circumstances,
2 relevant to the locality and time frame, linking a person to
3 suspected unlawful activity that establishes probable cause or
4 a reasonable suspicion that criminal activity is afoot.

5 c. A traffic stop when directed at the traffic-related
6 mission, namely, checking a driver's license, vehicle
7 registration, insurance or financial responsibility,
8 outstanding warrants, and issuing citations or preparing
9 warnings. However, the authority for a traffic stop ends
10 when the officer's tasks tied to the traffic infraction that
11 is the basis for the stop are or reasonably should have been
12 completed.

13 Sec. 6. NEW SECTION. 80I.4 Community policing advisory
14 board — establishment and role.

15 1. The attorney general shall establish a community
16 policing advisory board for the purpose of recognizing and
17 promoting awareness of profiling by law enforcement, reviewing
18 data collected under this chapter and the analysis thereof, and
19 facilitating discussion of best practices to prevent profiling.
20 In establishing the board, the attorney general shall ensure
21 that the board is racially and ethnically diverse and gender
22 balanced. The attorney general shall also provide or arrange
23 for necessary staff to assist the board.

24 2. The board shall consist of sixteen voting members and
25 four ex officio, nonvoting members.

26 a. The attorney general shall appoint nine voting members
27 nominated from the following described organizations or groups
28 or who hold the following described positions:

29 (1) Four representatives from community organizations
30 historically associated with efforts to eliminate racial
31 discrimination that work with victims of racial and ethnic
32 profiling, of whom one representative shall be at least sixteen
33 years of age but not more than twenty-four years of age at the
34 time of appointment.

35 (2) Three representatives from advocacy groups that support

1 persons who have experienced discrimination based on race,
2 color, ethnicity, religion, or national origin.

3 (3) Two members of the clergy who have significant
4 experience in addressing and reducing racial discrimination and
5 other biases.

6 *b.* The following seven voting members shall also serve on
7 the board:

8 (1) The attorney general or the attorney general's
9 designee.

10 (2) The director of the department of public safety or the
11 director's designee.

12 (3) The director of the Iowa law enforcement academy.

13 (4) The state public defender or the state public defender's
14 designee.

15 (5) The director of the Iowa civil rights commission.

16 (6) The president of the board of directors of the Iowa
17 police chiefs association, or the president's designee.

18 (7) The president of the Iowa state sheriffs' and deputies'
19 association or the president's designee.

20 *c.* The board shall include four members of the general
21 assembly who shall serve as ex officio, nonvoting members. The
22 legislative members shall be appointed as follows:

23 (1) One member of the senate appointed by the majority
24 leader of senate.

25 (2) One member of the senate appointed by the minority
26 leader of the senate.

27 (3) One member of the house of representatives appointed by
28 the speaker of the house of representatives.

29 (4) One member of the house of representatives appointed by
30 the minority leader of the house of representatives.

31 3. Notwithstanding section 7E.6, nonlegislative members
32 shall only receive reimbursement for actual expenses for
33 performance of their official duties as members of the board.
34 Members of the general assembly shall not receive a per diem
35 but shall receive reimbursement for necessary travel and actual

1 expenses incurred in the performance of their official duties.

2 4. The board may act or make recommendations only upon a
3 vote of a majority of the voting membership of the board.

4 5. *a.* The initial term of a member appointed pursuant
5 to subsection 2, paragraph "a", subparagraph (1), shall be
6 four years, and after the initial term has been served, the
7 appointment shall be for a term of four years.

8 *b.* The initial term of a member appointed pursuant to
9 subsection 2, paragraph "a", subparagraph (2) or (3), shall
10 be two years, and after the initial term has been served, the
11 appointment shall be for a term of four years.

12 6. Each year the board shall elect two voting members as
13 co-chairpersons.

14 7. The board shall do all of the following by April 1, 2023:

15 *a.* Approve rules prior to their adoption by the department
16 of justice pursuant to chapter 17A.

17 *b.* Develop a standard notice form to be provided to a person
18 stopped by an officer, when practicable, informing the person
19 of the person's right to file a complaint with the Iowa civil
20 rights commission if the person believes that the person has
21 been a victim of profiling.

22 *c.* Advise the department of justice regarding the
23 department's development of guidelines for the collection,
24 compilation, and reporting of traffic, bicycle, and pedestrian
25 stop data in order to ensure uniform reporting practices across
26 all reporting law enforcement agencies.

27 8. Each year beginning July 1, 2024, the board shall do all
28 of the following:

29 *a.* Evaluate and comment upon the collection, compilation,
30 and reporting of traffic, bicycle, and pedestrian stop data by
31 law enforcement agencies reported to the department of justice.

32 *b.* Review the analysis of such data by the division of
33 criminal and juvenile justice planning and consider the
34 effectiveness of law enforcement training under section 80I.8,
35 including whether the training could be improved.

1 c. Work in partnership with state and local law enforcement
2 agencies to review and analyze profiling across geographic
3 areas of this state.

4 d. Consult available evidence-based research on intentional
5 and implicit biases, and their impact on law enforcement stop,
6 search, and seizure tactics.

7 e. (1) Issue an annual report that provides the board's
8 analysis of the board activities required by paragraphs "a"
9 through "d", makes detailed findings on the past and current
10 status of profiling, and makes policy recommendations for
11 eliminating profiling and other discriminatory practices.

12 (2) The report shall be retained and made available to the
13 public by posting the report on the attorney general's internet
14 site. The report shall first be issued by February 1, 2025,
15 and by February 1 every year thereafter.

16 (3) The report is a public record within the meaning of
17 chapter 22 subject to public inspection under chapter 22.

18 f. Hold at least three annual public meetings to discuss
19 profiling and potential reforms to prevent profiling. The
20 board shall provide notice to the public of the location of
21 each public meeting at least sixty days before the date of the
22 meeting.

23 9. The board shall be subject to the provisions of chapters
24 21 and 22.

25 Sec. 7. NEW SECTION. 80I.5 Notice of right to file
26 complaint with the civil rights commission.

27 A law enforcement agency shall require, when practicable,
28 an officer who makes a stop to provide to the person stopped
29 the standard notice form developed by the board informing the
30 person of the person's right to file a complaint with the civil
31 rights commission if the person believes that the person has
32 been a victim of profiling.

33 Sec. 8. NEW SECTION. 80I.6 Data collection and reporting.

34 1. Each state and local law enforcement agency shall
35 annually submit to the department of justice, no later than

1 December 31 of each year, the agency's current policies that
2 address profiling, and the agency shall post and maintain the
3 current policy on the internet site of the agency.

4 2. Each state and local law enforcement agency shall
5 collect and compile data on every traffic, bicycle, and
6 pedestrian stop conducted by the officers of the agency during
7 the calendar year, and shall submit a report annually to the
8 department of justice. The following information shall be
9 collected, compiled, and reported on each stop, including
10 stops that involve questioning and driver's license and
11 vehicle registration checks but that do not result in a written
12 citation or written warning:

13 a. The time, date, location, and duration of the stop.

14 b. The reason for the stop.

15 c. Whether a driver's license or vehicle registration check
16 was run.

17 d. Whether an oral or written warning was given or a
18 citation issued.

19 e. The offense the person was arrested for, if applicable.

20 f. The following identifying characteristics of the person
21 stopped including perceived race, ethnicity, English language
22 proficiency, sex, and approximate age. The identification of
23 these characteristics shall be based principally on information
24 digitally accessible from the person's driver's license or
25 nonoperator's identification card and only secondarily on the
26 observation and perception of the officer making the stop. The
27 officer shall not be required to inquire about race, ethnicity,
28 and English language proficiency of the person stopped. The
29 identifying characteristics of a passenger in a motor vehicle
30 shall also be reported if the stop involved both the passenger
31 and a search reported under paragraph "g".

32 g. The following actions taken by an officer during the
33 stop:

34 (1) Whether the officer asked for consent to search the
35 person or vehicle and whether consent was provided.

1 (2) Whether the officer searched the person or any property,
2 and if a search was performed, the basis for the search.

3 (3) Whether the officer seized any property, and a
4 description of the property seized and the basis for seizing
5 the property.

6 (4) Whether the officer used physical force or physical
7 force was used against the officer.

8 *h.* Other information which the officer or law enforcement
9 agency considers appropriate.

10 3. In consultation with law enforcement agencies, the
11 division of criminal and juvenile justice planning, and
12 the board, the attorney general shall develop a uniform
13 standardized form for each law enforcement agency to use in
14 collecting, compiling, and reporting the information described
15 in subsection 2.

16 4. Each state law enforcement agency and a local law
17 enforcement agency in the state with jurisdiction over fifty
18 thousand residents shall submit the agency's first report on
19 or before January 1, 2024. A local law enforcement agency
20 in the state with jurisdiction over twenty-five thousand
21 residents but not more than fifty thousand residents shall
22 submit the agency's first report on or before January 1, 2025.
23 The remaining local law enforcement agencies shall submit the
24 agency's first report on or before January 1, 2026.

25 5. Except as otherwise provided in this chapter, a
26 law enforcement agency shall not grant access to personal
27 identifying information contained in the data collected by
28 the law enforcement agency to any person except to a federal,
29 state, local, or tribal government employee or agent who
30 requires access to such information in order to collect,
31 compile, and report the data.

32 6. A law enforcement agency may permit a contractor
33 or nongovernmental agent access to personal identifying
34 information that is contained in the data collected, if the
35 contractor or nongovernmental agent signs an agreement which

1 prohibits access of the personal identifying information beyond
2 access to the contractor or nongovernmental agent, and if the
3 contractor or nongovernmental agent assures the law enforcement
4 agency in the agreement that adequate security measures have
5 been implemented to prevent unauthorized access to the personal
6 identifying information.

7 Sec. 9. NEW SECTION. 80I.7 Department of justice rules —
8 **data analysis.**

9 1. In consultation with the board and the Iowa civil rights
10 commission, and with input from stakeholders including federal,
11 state, and local law enforcement agencies, local communities,
12 researchers, and civil rights organizations, the department
13 of justice shall adopt rules pursuant to chapter 17A for law
14 enforcement agency collection, compilation, and reporting
15 of law enforcement data related to traffic, bicycle, and
16 pedestrian stops. The rules adopted under this section must
17 do the following:

18 *a.* Require each law enforcement agency to collect and
19 compile data as required by section 80I.6, and report annually
20 to the department of justice on the agency's traffic, bicycle,
21 and pedestrian stops on a standardized form developed by the
22 attorney general.

23 *b.* Require each law enforcement agency to prominently
24 publicize the compiled data reported to the attorney general
25 pursuant to section 80I.6, on at least a quarterly basis, on
26 the law enforcement agency's internet site, or make such data
27 available electronically within thirty days upon request if the
28 law enforcement agency does not have an internet site.

29 *c.* Require each law enforcement agency and the division of
30 criminal and juvenile justice planning to maintain all data
31 collected, compiled, and reported pursuant to section 80I.6 for
32 at least fifteen years.

33 *d.* Provide for the protection and privacy of any personal
34 identifying information about the officer or the person stopped
35 that is contained in the data by removing any such personal

1 identifying information prior to publicizing the data pursuant
2 to paragraph "b" and subsection 2.

3 2. The division of criminal and juvenile justice planning
4 shall compile all data reported to the department of justice
5 pursuant to this chapter, and shall analyze annually the data
6 in a timely manner, and provide the analysis of the data, along
7 with the compiled data, to the department of justice, the
8 board, the Iowa civil rights commission, and the public. The
9 report shall be accessible to the public from a prominent place
10 on the internet sites of the department of human rights, the
11 department of justice, and the Iowa civil rights commission.
12 The report shall include disaggregated statistical data for
13 each reporting law enforcement agency, and, at a minimum, each
14 reporting law enforcement agency's total results for each data
15 collection criterion for the calendar year.

16 3. If a law enforcement agency is noncompliant with the
17 collection, compilation, and reporting duties of this section,
18 the attorney general shall take necessary action, including
19 seeking a writ of mandamus and other appropriate judicial
20 remedies, to secure compliance.

21 Sec. 10. NEW SECTION. 80I.8 Training.

22 1. The director of the Iowa law enforcement academy,
23 subject to the approval of the Iowa law enforcement academy
24 council, shall develop and disseminate training guidelines
25 and best practices to reduce and eliminate profiling. In
26 developing the training guidelines and best practices, the
27 director shall consult with the department of justice, the
28 board, the Iowa civil rights commission, and the division of
29 criminal and juvenile justice planning, with opportunity for
30 input from federal, state, and local law enforcement agencies,
31 civil rights organizations, and persons having an interest and
32 expertise in the field of cultural awareness and diversity.

33 2. Each law enforcement agency shall provide, and every
34 officer shall participate in training on issues related to
35 profiling, prevention of profiling, data collection, reporting

1 methods, and best practices at least every other year.

2 Sec. 11. NEW SECTION. 80I.9 Retaining and producing stop
3 data, reporting profiling, and prohibiting retaliation.

4 1. The division of criminal and juvenile justice planning
5 and each law enforcement agency shall retain and, upon request,
6 shall produce personal identifying stop data for individual
7 officers for use by the law enforcement agency and the Iowa
8 civil service commission for internal investigation and
9 disciplinary proceedings, for use by the Iowa civil rights
10 commission when investigating or adjudicating a charge
11 of discrimination under section 216.10A, and for use by a
12 complainant upon receipt of a right to sue letter from the
13 commission. Such personal identifying stop data for an
14 individual officer and the division of criminal and juvenile
15 justice planning's analysis of that data are admissible in an
16 adjudication of a claim of unfair or discriminatory practice
17 under section 216.10A.

18 2. An officer is obligated to prevent, report, and respond
19 to profiling by a fellow officer. An officer or employee of a
20 law enforcement agency who opposes profiling or makes a charge,
21 testifies against, assists, or participates in any manner in an
22 investigation, proceeding, or hearing related to profiling is
23 protected against retaliation pursuant to section 216.11.

24 3. An officer or an employee of a law enforcement agency
25 who retaliates against an officer or employee for opposing
26 profiling or making a charge, testifying against, assisting, or
27 participating in any manner in an investigation, proceeding, or
28 hearing related to profiling shall be subjected to discipline,
29 including dismissal.

30 Sec. 12. NEW SECTION. 80I.10 Statutory remedies not
31 exclusive.

32 The remedies authorized in this chapter are not exclusive
33 and do not foreclose a person from asserting any remedies the
34 person may have based on the common law or other statutes.

35 Sec. 13. Section 216.2, subsection 15, Code 2021, is amended

1 to read as follows:

2 15. *“Unfair practice”* or *“discriminatory practice”* means
3 those practices specified as unfair or discriminatory in
4 sections 216.6, 216.6A, 216.7, 216.8, 216.8A, 216.8B, 216.9,
5 216.10, 216.10A, 216.11, and 216.11A.

6 Sec. 14. Section 216.6, subsection 1, Code 2021, is amended
7 by adding the following new paragraph:

8 NEW PARAGRAPH. e. Employer or the employees or agents
9 thereof to discriminate against an employee because the
10 employee makes a charge, testifies against, assists, or
11 participates in any manner in an investigation, proceeding, or
12 hearing related to profiling pursuant to chapter 80I.

13 Sec. 15. NEW SECTION. 216.10A Profiling — unfair or
14 discriminatory practice.

15 1. It shall be an unfair or discriminatory practice for a
16 peace officer to engage in profiling as defined in chapter 80I.

17 2. The data compiled pursuant to chapter 80I is admissible
18 in pattern and practice disparate treatment profiling cases,
19 in disparate impact profiling cases, or individual cases under
20 chapter 216.

21 3. The law enforcement activities described in section
22 80I.3 do not constitute an unfair or discriminatory practice.

23 Sec. 16. IMPLEMENTATION OF ACT. Section 25B.2, subsection
24 3, shall not apply to this Act.

25 Sec. 17. EFFECTIVE DATE. This Act takes effect October 1,
26 2022.

27

EXPLANATION

28 The inclusion of this explanation does not constitute agreement with
29 the explanation's substance by the members of the general assembly.

30 This bill relates to law enforcement profiling by
31 standardizing collection and centralizing the compilation
32 and reporting of officer stop and compliant data, providing
33 for officer training, creating a community policing advisory
34 board, and providing for penalties and remedies, and includes
35 effective date provisions.

1 LAW ENFORCEMENT OFFICER TRAINING. The bill provides that
2 the minimum course study requirements, minimum basic training
3 requirements, and in-service training requirements established
4 by the Iowa law enforcement academy shall include a course
5 relating to the prevention of profiling.

6 LAW ENFORCEMENT PROFILING. The bill creates new Code
7 chapter 80I, relating to the prohibition of racial and ethnic
8 profiling in law enforcement.

9 DEFINITIONS. The bill defines "officer" to mean a peace
10 officer, as defined in Code section 801.4, including while
11 employed off-duty by a private employer and in uniform, but
12 does not include a probation or parole officer.

13 The bill defines "law enforcement activities" to mean
14 traffic, bicyclist, or pedestrian stops by an officer; and
15 actions during a stop, including asking questions, frisks,
16 consensual and nonconsensual searches of an individual or any
17 property, seizing any property, removing occupants from a motor
18 vehicle during a traffic stop, issuing a warning or citation,
19 and making an arrest. "Law enforcement activities" do not
20 include roadblocks, vehicle check points, and security checks
21 where every person seeking to enter a venue or facility is
22 subject to detention, questioning, or a search of a person or
23 property, and responses to requests for service.

24 The bill defines "profiling" to mean a stop by an officer
25 of a driver or passenger, a bicyclist, or a pedestrian for an
26 alleged violation of the law, to allow the officer to then
27 question and probe for information that might suggest the
28 person has committed some not apparent or yet to be identified
29 law violation. A stop shall be considered a pretextual stop
30 under the following circumstances: when the race, color,
31 ethnicity, religion, or national origin of the person stopped
32 was considered or relied upon or a motivating factor in making
33 the decision to make a racially discriminatory stop; or when
34 the officer prolonged the stop beyond the amount of time when
35 the law enforcement tasks tied to the alleged violation are or

1 reasonably should have been completed.

2 The bill defines "disparate treatment" to mean differential
3 treatment of a person on the basis of race, color, ethnicity,
4 religion, or national origin.

5 The bill defines "pretextual stop" to mean a stop by an
6 officer of a driver or passenger, a bicyclist, or a pedestrian
7 for an alleged violation of the law, to allow the officer to
8 then question and probe for information that might suggest the
9 person had committed some not apparent or yet to be identified
10 law violation.

11 The bill defines a "discriminatory pretextual stop" to
12 mean a stop involving disparate treatment by the officer or a
13 stop for which the person's race, color, ethnicity, religion,
14 or national origin was considered or relied upon or was a
15 motivating factor in the officer's decision to make the stop
16 or to take other action during the stop, including a request
17 to consent to a search. It is not a discriminatory pretextual
18 stop when an officer bases the officer's decision to make a
19 stop on a specific suspect description-based identification
20 that includes in the suspect's identification one or more
21 of the personal characteristics or traits of race, color,
22 ethnicity, religion, or national origin. However, a specific
23 suspect description-based identification only provides probable
24 cause or reasonable suspicion to stop a person who reasonably
25 resembles the person described in that identification, and does
26 not allow an officer to stop a person merely because the person
27 is of the same race, color, ethnicity, religion, or national
28 origin as the suspect.

29 PROFILING. The bill prohibits an officer from engaging
30 in profiling in the course of performing law enforcement
31 activities. It is not profiling under the following
32 circumstances: when a law enforcement agency's policy allowing
33 the use of information that has been provided by a victim
34 describing the personal identifying characteristics of an
35 alleged perpetrator; an action by an officer that relies

1 upon personal identifying information, a specific suspect
2 description-based identification, a person's observed behavior,
3 and other trustworthy information, except such information
4 only provides probable cause or reasonable suspicion to stop
5 a person who reasonably resembles the person described in
6 that identification; and a traffic stop when directed at the
7 traffic-related mission, namely, checking driver's license,
8 vehicle registration, insurance or financial responsibility,
9 outstanding warrants, and issuing citations or preparing
10 warnings, except the authority for a traffic stop ends when
11 the officer's tasks tied to the traffic infraction that is
12 the basis for the stop are or reasonably should have been
13 completed.

14 COMMUNITY POLICING ADVISORY BOARD. The bill requires the
15 attorney general to establish a community policing advisory
16 board for the purpose of recognizing and promoting awareness of
17 profiling by law enforcement, providing advice in development
18 of best practices to prevent profiling, and monitoring
19 implementation of best practices in the field. In establishing
20 the board, the bill requires the attorney general to ensure
21 that the board is racially and ethnically diverse and gender
22 balanced. The bill specifies that the attorney general shall
23 also provide or arrange for the staff necessary to assist the
24 board.

25 The bill provides that the community policing advisory
26 board shall consist of 16 voting members and four ex officio,
27 nonvoting members. The attorney general shall appoint the
28 following nine board members: four representatives from
29 community organizations historically associated with efforts
30 to eliminate racial discrimination, of whom one representative
31 shall be at least 16 years of age but not more than 24 years
32 of age at the time of appointment; three representatives from
33 advocacy groups that support individuals who have experienced
34 discrimination based on race, color, ethnicity, religion, or
35 national origin; and two clergy members who have significant

1 experience in addressing and reducing racial discrimination and
2 other biases.

3 The bill specifies that the following individuals shall also
4 serve on the community policing advisory board: the attorney
5 general or the attorney general's designee, the director of
6 the department of public safety, the director of the Iowa law
7 enforcement academy, the state public defender or the state
8 public defender's designee, the director of the Iowa civil
9 rights commission, the president of the board of directors of
10 the Iowa police chiefs association or the president's designee;
11 and the president of the Iowa state sheriffs' and deputies'
12 association or the president's designee.

13 The bill specifies that the board shall also include four
14 members of the general assembly who shall serve as ex officio,
15 nonvoting members, with one member each appointed by the
16 majority leader of the senate, the minority leader of the
17 senate, the speaker of the house of representatives, and the
18 minority leader of the house of representatives.

19 The board members generally serve staggered four-year terms.

20 The bill provides that the members of the board shall only
21 receive reimbursement for actual expenses for performance of
22 their official duties as members of the board.

23 The bill specifies that the board shall be subject to the
24 provisions of Code chapters 21 (open meetings) and 22 (open
25 records).

26 BOARD ACTIONS REQUIRED BY APRIL 1, 2023. The bill requires
27 the board to develop a standard notice form to be provided
28 to each individual stopped by an officer, when practicable,
29 informing the individual of the individual's right to file
30 a complaint with the Iowa civil rights commission if the
31 individual believes that the individual has been a victim of
32 profiling.

33 The bill provides that the board shall advise the attorney
34 general when developing rules for the collection, compilation,
35 and reporting of traffic, bicycle, and pedestrian stop data

1 to ensure the use of uniform reporting practices across all
2 reporting law enforcement agencies.

3 The bill requires the board to approve rules prior to their
4 adoption by the department of justice pursuant to Code chapter
5 17A.

6 BOARD ACTION REQUIRED BY JULY 1, 2024, AND EVERY YEAR
7 THEREAFTER. The bill provides that the board shall annually do
8 the following: evaluate and comment upon the data compiled and
9 reported to the attorney general by law enforcement agencies
10 and the analysis of the data by the division of criminal and
11 juvenile justice planning of the department of human rights;
12 assess the collection, compilation, and reporting of stop
13 data compiled by law enforcement agencies, assess the law
14 enforcement training requirement, and determine if these
15 requirements are effective; work in partnership with state and
16 local law enforcement agencies to review and analyze profiling
17 across geographic areas of the state; consult available
18 evidence-based research on intentional and implicit biases,
19 and the impact on law enforcement stop, search, and seizure
20 tactics; issue an annual report that provides the board's
21 analysis of the past and current status of profiling across
22 the state; and make policy recommendations for eliminating
23 profiling.

24 The bill also requires the board to hold at least three
25 annual public meetings to discuss profiling and potential
26 reforms to prevent profiling.

27 NOTICE ABOUT FILING PROFILING COMPLAINT. The bill requires
28 a law enforcement agency to require, when practicable, each
29 officer who makes a stop to provide to each individual stopped
30 a standard notice form, developed by the community policing
31 advisory board, that discloses the individual's right to file
32 a complaint with the Iowa civil rights commission if the
33 individual believes that profiling has occurred.

34 DATA COLLECTED, COMPILED, AND REPORTED BY A LAW ENFORCEMENT
35 AGENCY. The bill requires that each state and local law

1 enforcement agency shall annually submit to the department of
2 justice, no later than December 31 of each year, the agency's
3 current policies that address profiling, and the agency shall
4 post and maintain the current policy on the internet site of
5 the agency. The bill requires that each law enforcement agency
6 collect, compile, and report annually to the department of
7 justice the following information related to stops including
8 stops that involve questioning, driver's license and vehicle
9 registration checks that do not result in a citation or
10 warning: the time, date, location, and duration of the stop;
11 the reason for the stop; the results of the stop; the warning
12 given or citation issued, if applicable; the offense the
13 individual was arrested for, if applicable; the identifying
14 characteristics of the individual stopped, including perceived
15 race, ethnicity, English language proficiency, sex, and
16 approximate age; and the actions taken by the officer during
17 the stop. The actions to be reported include but are not
18 limited to the following: whether the officer asked for
19 consent to search the person and whether consent was provided;
20 whether the officer searched the individual or any property,
21 and if a search was performed, the basis for the search;
22 whether the officer seized any property, and a description
23 of the property that was seized and the basis for seizing
24 the property; whether the officer used physical force or
25 physical force was used against the officer; and any additional
26 information which the officer or law enforcement agency
27 considers appropriate.

28 The bill provides that the attorney general, in consultation
29 with the division of criminal and juvenile justice of the
30 department of human rights, the board, and law enforcement
31 agencies, shall develop a uniform standardized form for each
32 law enforcement agency to use in collecting, compiling, and
33 reporting the information required to be reported.

34 The bill provides that each state law enforcement agency
35 and the local law enforcement agencies in the state with

1 jurisdiction over 50,000 residents shall submit the agency's
2 first report on or before January 1, 2024. The local law
3 enforcement agencies in the state with jurisdiction over 25,000
4 residents but not more than 50,000 residents shall submit
5 the agency's first report on or before January 1, 2025. The
6 remaining local law enforcement agencies shall submit the
7 agency's first report on or before January 1, 2026.

8 The bill provides that a law enforcement agency shall not
9 grant access to personal identifying information contained
10 in the data collected by the law enforcement agency to any
11 individual except to a federal, state, local, or tribal
12 government employee or agent who requires access to such
13 information in order to fulfill the purposes of the bill.
14 However, the bill provides that a law enforcement agency
15 may permit a contractor or nongovernmental agent access to
16 personal identifying information that is contained in the data
17 collected, if the contractor or nongovernmental agent signs an
18 agreement which prohibits further disclosure of the personal
19 identifying information beyond disclosure to the contractor or
20 nongovernmental agent.

21 DATA COMPILED BY THE DIVISION OF CRIMINAL AND JUVENILE
22 JUSTICE PLANNING OF THE DEPARTMENT OF HUMAN RIGHTS. The
23 bill requires the attorney general, in consultation with
24 the community policing advisory board and the Iowa civil
25 rights commission, and with input from stakeholders including
26 federal, state, and local law enforcement agencies, local
27 communities, researchers, and civil rights organizations, to
28 adopt rules pursuant to Code chapter 17A for law enforcement
29 agency collection and compilation of law enforcement activities
30 related to traffic, bicycle, or pedestrian stops, and citizen
31 complaints. The rules adopted under the bill shall do the
32 following: require each law enforcement agency to collect
33 and compile data as required under the bill; require each law
34 enforcement agency to prominently publicize the compiled data
35 on the law enforcement agency's internet site; require each law

1 enforcement agency to maintain all data collected, compiled,
2 and reported under the bill for at least 15 years; and provide
3 for the protection and privacy of any personal identifying
4 information about the officer or the individual stopped that is
5 contained in the collected and compiled data.

6 The bill requires the division of criminal and juvenile
7 justice planning of the department of human rights to in turn
8 compile the data collected from law enforcement agencies for
9 analysis. The bill specifies that the division shall analyze
10 the data provided. The bill further requires the division
11 to provide the compiled data and analysis to the community
12 policing advisory board, the Iowa civil rights commission, the
13 department of justice, and the public.

14 TRAINING GUIDELINES. The bill provides that the director
15 of the Iowa law enforcement academy, subject to the approval
16 of the Iowa law enforcement academy council, shall develop
17 and disseminate training guidelines and best practices to
18 reduce and eliminate profiling. In developing the training
19 guidelines and best practices, the director shall consult with
20 the department of justice, the community policing advisory
21 board, the Iowa civil rights commission, and the division of
22 criminal and juvenile justice planning of the department of
23 human rights, with opportunity for input from federal, state,
24 and local law enforcement agencies, civil rights organizations,
25 and persons having an interest and expertise in the field of
26 cultural awareness and diversity.

27 STATUTORY REMEDIES. The bill provides that the remedies
28 authorized in the bill are not exclusive and do not foreclose
29 an individual from asserting any remedies the individual may
30 have based on the common law or other statutes.

31 UNFAIR EMPLOYMENT PRACTICES — RETALIATION — PENALTIES.
32 The bill provides that it shall be an unfair discriminatory
33 practice under the Iowa civil rights Act, Code chapter 216,
34 for a peace officer to engage in profiling described in the
35 bill. The bill also specifies certain behaviors that do

1 not constitute an unfair discriminatory practice. The bill
2 provides that it is an unfair or discriminatory practice for
3 an employer or the employees of the employer to discriminate
4 against another employee because the employee makes a charge,
5 testifies against, assists, or participates in any manner in
6 an investigation, proceeding, or hearing related to profiling.
7 The bill specifies that it shall be an unlawful employment
8 practice under the Iowa civil rights Act, Code chapter 216, for
9 an employer or the employees, or other agents, to discriminate
10 against an employee because of the employee's opposition to
11 profiling, or because the officer made a charge, testified
12 against, assisted, or participated in any manner in an
13 investigation, proceeding, or hearing related to profiling.

14 The bill specifies that an officer or an employee of a
15 law enforcement agency who retaliates against an officer or
16 employee for making a charge, testifying against, assisting, or
17 participating in any manner in an investigation, proceeding, or
18 hearing related to profiling shall be subject to discipline,
19 including dismissal.

20 USE OF DATA IN DISPARATE TREATMENT AND DISPARATE IMPACT
21 CASES. The bill specifies that data compiled pursuant to the
22 bill is admissible in individual and pattern and practice
23 disparate treatment profiling cases and in disparate impact
24 profiling cases under the Iowa civil rights Act.

25 STATE MANDATE. The bill may include a state mandate as
26 defined in Code section 25B.3. The bill makes inapplicable
27 Code section 25B.2, subsection 3, which would relieve a
28 political subdivision from complying with a state mandate if
29 funding for the cost of the state mandate is not provided or
30 specified. Therefore, political subdivisions are required to
31 comply with any state mandate included in the bill.

32 EFFECTIVE DATE. The bill takes effect on October 1, 2022.