5-09/510.03 - Handling of Hate Crimes and Hate Incidents â€“ Hate Crimes Coordinator

The Department Hate Crimes Coordinator will be a designated individual(s) assigned to the Hate Crimes Task Force. The Department Hate Crimes Coordinator shall:

- Review all hate crime and hate incident reports taken by Department personnel to help ensure proper handling of the crime or incident and proper documentation of the Incident Report (SH-R-49);
- Direct the preparation of, at minimum, an annual audit of a statistically valid sample of all crime reports to ensure that hate crimes are consistently identified and tracked as hate crimes;
- Determine which hate crime and hate incident cases will be transferred from station/unit detectives for handling and investigation by the Hate Crimes Task Force;
- Track and analyze all reviewed Department hate crime and hate incident reports, to make appropriate recommendations for response to observed trends and/or increases in hate crimes or hate incidents;
- Review existing Department policies and procedures to ensure they are in compliance with any new legislative updates regarding hate crimes, and the Commission on Peace Officer Standards and Training (POST) model policy framework for hate crimes, including any revisions or additions to that policy framework;
- Make appropriate recommendations to help ensure the Department is in compliance with any new legislative updates regarding hate crimes;
- Provide a minimum of twice-yearly hate crimes training to educate Department personnel on hate crimes and hate incidents, proper handling, and investigation of these types of crimes and incidents, pertinent legislative updates related to hate crimes, and to ensure that sworn personnel are in compliance with the requirement that in-service peace officers complete POST hate crimes training every six years as set forth in California Penal Code section 13519.6. Penal Code section 13519.6 further requires that the training include instruction in the following topics: indicators of hate crimes; impact of these crimes on victims, their families and the community; the legal rights, remedies, assistance, and compensation available to victims; the laws dealing with hate crimes; techniques and methods for handling incidents in a non-combative manner, multisession criminal extremism as defined by statute; special problems inherent in some categories of hate crimes; preparation and response to current and future hate crimes waves; identification of incidents for which a gun violence restraining order may be an appropriate; and the procedures for seeking a gun violence restraining order.
- Attend annual external hate crimes training, to afford the Coordinator with broad exposure to developing trends and new information on hate crimes investigations.
- Provide training to community members on hate crimes and hate incidents;
- Act as a liaison to community-based organizations and groups to further the Department's efforts to combat hate crimes and hate incidents amongst affected groups by fostering positive relationships with

these groups and enabling added cultural sensitivity and strengthening awareness as a result of these interactions and through training and information from or about specific communities within the Department's jurisdiction.

- Act as a liaison with each station/unit Hate Crimes Coordinator to provide updated and pertinent information related to hate crimes and hate incidents which may impact their respective stations/units; and

Maintain and annually review and update as necessary the Department's hate crimes brochure to ensure the information contained within is current, accurate, and relevant, and ensure that all Department personnel are trained to distribute the brochure to all suspected hate crimes victims and all other interested persons.