

Memo



To: Chief Kelley

From: Captain Lavoie

CC: Deputy Chief Dalton

Date: 1/2/2026

Re: Annual Unlawful or Improper Bias in Public Safety Review- 2025

I have reviewed the Durham Police Department policy that governs the delivery of police services to the community without the influence of bias. Originally adopted in 2001, the policy remains current and in full effect today. In 2024, CALEA mandated that all agencies now refer to what we previously called the "Bias Review" as *Unlawful or Improper Bias in Public Safety*. CALEA also added additional elements to the review, which are addressed in this year's report.

This policy, along with our current practices, was reviewed by CALEA in May 2025 and found to be in compliance with international law enforcement standards. It is mandatory that all reported incidents related to Bias/Hate Crimes be investigated and documented.

To date:

- Each officer and staff member has completed refresher training.
- All personnel have fulfilled New Hampshire-mandated anti-bias police training and reviewed the department's bias policy.

Hiring and Recruitment

In 2025, we conducted one hiring process that resulted in the department hiring two new police officers:

- Two Caucasian men

During the selection process, inquiries were made into candidates' attitudes and behaviors to detect any signs of bias toward individuals or groups. These processes were supported by both polygraph and psychological examinations. No indications of bias were found among the two candidates.

The Durham Police Department continues to use The Larmonie Group LLC to conduct comprehensive background investigations for prospective candidates.

Traffic Stops and Field Contacts

A review of traffic stops and field contacts revealed no patterns or evidence of bias-based profiling by any of our officers.

Asset Forfeiture Efforts

There were no asset forfeiture seizures in 2025.

Complaints and Internal Investigations

In 2025, one informational complaint was filed with the department, relative to officers driving of emergency vehicles. The complainant did not provide any specific information and attempts at reaching them for follow up were not successful. There were no Internal Investigations.

Internal investigations are assigned by the Chief of Police. *

- **Findings:** The complaint did not allege bias of any kind.

*(*For more details, please refer to the department's Annual Internal Affairs Policy Review.)*

Response to Resistance

I reviewed all Response to Resistance reports filed in 2025. All incidents were subject to supervisory review at the time force was used.

- **Findings:** No patterns or trends were identified that would suggest bias by any officer or group of officers.

There were 27 reported incidents involving 28 people of the following demographics:

Demographic	Incidents
White males	20
White females	7
Black males	1
Black Females	0
Asian male	0

Training and Professional Development

A review of department training assignments and the 2025 Training Committee revealed that all assignments continue to be based on:

1. Community demands
2. Agency needs
3. Officer requests

There was no evidence of bias, favoritism, or improper factors influencing training assignments.

Workforce Demographics

At present, the Durham Police Department's full-time sworn personnel includes:

- One Black male officer
- Two White female officers
- Eighteen White male officers

Additionally, the department employs:

- Two part-time female officers (who maintain full-time sworn status).
- One male part-time officer (who maintains full-time sworn status).

There are currently no female supervisors in the department. A promotional process was not conducted in 2025, but there were no female candidates who applied.

Conclusion and Recommendations

The Durham Police Department meets or exceeds all professional standards set by CALEA as they pertain to:

- Equal employment opportunities
- Training
- Professional development
- Promotional policies

Based on the findings of this review, I do not recommend any changes to current policies or practices.