

# **BALTIMORE POLICE DEPARTMENT**

**Council President Zeke Cohen  
Chairwoman Phylicia Porter  
Vice Chairman Mark Conway**

**June 11, 2025**



# POLICY 720

- **Pronouns**
  - “BPD members shall use names, pronouns and titles of respect as requested, expressed, or clarified by the person with whom they are interacting”
  - Officers will never require “proof” of someone’s Gender Identity
  - In no circumstances shall BPD members refer to a person as any other pronouns besides how the person requests to be addressed



# POLICY 720

- **Search**
  - Honor the person's preference about the gender of the member conducting the search
  - If no preference is given by the person being searched, then the gender identity of the member conducting the pat down will be consistent with the individual's gender identity
  - Gender-affirming items such as binders, wigs, or other cosmetic items shall not be removed unless required to perform a law enforcement action
    - If a gender-affirming item must be removed, the search will be conducted in private.



# POLICY 720

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- **Transport**
  - **Transgender/ Intersex people will be transported with other arrestees of the same Gender Identity**
    - If a safety concern is raised, the individual will be transported alone
  - **Nonbinary or Gender Fluid arrestees will be consulted about their preference**



# POLICY 720

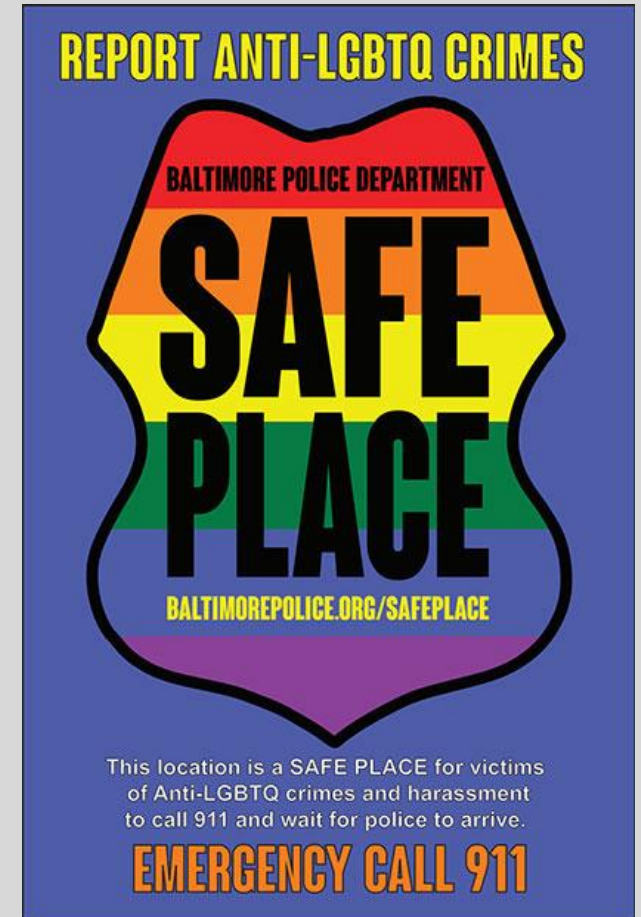
## ■ Housing

- While in custody, a transgender person will be consulted on where they would feel safest concerning housing placement if said placement is single sex.
  - Safety placement shall be documented on the member's BWC.
- “Transgender, Intersex, and Gender Non-Conforming individuals shall not be arbitrarily placed in segregated cells solely because of their status or for their protection, unless they have expressly requested to be placed alone.”
- While in custody, individuals shall be allowed to use the bathroom that confers with their gender identity.



# Safe Place Initiative

- Collaboration with local businesses
- Approximately 100 businesses partnered with BPD to date
- Businesses pledge to provide safe harbor and assistance to victims
- LGBTQIA+ Liaison is notified when a hate crime is reported



# Additional Initiatives

- **Community Partnership Unit Special Liaisons**
  - Two in the hiring process, the LGBTQIA+ Liaison starts late June
- **LGBTQIA+ Policy and Advisory Board**
  - Updates and implementation coming soon
- **Pride At BPD**
  - Internal resource group for all BPD members to foster a safe, inclusive empowering space for BPD's LGBTQIA+ employees
  - Cross collaboration with Community Partnership Unit





# Join us at Pride Month Celebrations

- **Pride Resource Fair at Everyman Theatre - June 5**
  - CPU representatives
  - Safe Place sign-ups
- **Pride Week Events June 9 – 15**
  - Parade, Block Party, and more!
  - Recruitment activities
  - Community Engagement

