

KERN COUNTY SHERIFF'S OFFICE

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Sheriff - Coroner - Public Administrator



Issue: 25-06

TRAINING BULLETIN

DATE: March 4, 2025

FIRST QUARTER BIAS-FREE POLICING REVIEW AND TEST

California Penal Code section 13519.4 (d)(2) states: "Racial or identity profiling is a practice that presents a great danger to the fundamental principles of our Constitution and a democratic society." Bias-based policing undermines legitimate law enforcement efforts and may lead to claims of civil rights violations. Bias-based policing alienates the community, fosters community distrust of law enforcement, and invites media scrutiny, legislative action and judicial intervention. The Kern County Sheriff's Office neither condones nor tolerates the use of bias-based policing.

To ensure best management practices, periodic testing will be conducted to ensure employees are appropriately comprehending, retaining, and applying the knowledge and skills conveyed in all training. The focus of Bias-Free Policing update is for Deputy Sheriff ranks and future periodic training will be tailored for dissemination to other personnel.

For the First Quarter of 2025, you are required to review Kern County Sheriff's Office Policy and Procedures Manual (KCSOPPM) J-2300 and review two scenarios based on bias-free policing. Following your review of the policy and the scenarios, there will be a test you must score **100%** on to pass.

KCSOPPM J-2300 and the test can be accessed via the links below:

[J 2300 - Bias-Free Policing.docx](#)

[2025-1st Quarter Bias-Free Training Test](#)

All sworn personnel of the Deputy Sheriff and Park Ranger ranks are required to review this training bulletin and complete the above-described training no later than **March 31, 2025**.