

FRESNO POLICE DEPARTMENT

**INFORMATION ADVISORY
FOR PERSONNEL COMPLAINTS**

**COV LUS QHIA
RAU COV NEEG TSIS TXAUS SIAB**

Thov nyeem thiab kos npe rau hauv qab no.

Koj muaj txoj cai los tawm tsam tsis txaus siab rau tus neeg ua haujlwm hauv lub koom haum ua coj tsis ncaj. California txoj cai lij choj hais kom lub koom haum no muaj txoj hau kev soj ntsuam pej xeem kev tsis txaus siab. Koj muaj cai los tau daim ntawv piav qhia txog txoj cai no. Txawm tias tom qab kev tshawb nrhiav lub koom haum pom tias tsis muaj pov thawj txaus los koj tseem muaj cai los qhia txog koj txoj kev tsis txaus siab thiab tshawb nrhiav yog tias koj ntseeg tias tus neeg ua haujlwm hauv lub koom haum tau coj tsis ncaj.

Cov pej xeem cov kev tsis txaus siab thiab cov lus ceeb toom lossis kev tshawb pom txog kev tsis txaus siab yuav tsum khaws cia los ntawm lub koom haum no tau tsawg kawg yog tsib xyoos.

Yog tias qhov kev tsis txaus siab tau tshwm sim rau hauv kev qhuab qhia rau tus tub ceev xwm (s) lossis tus neeg ua haujlwm, koj tuaj yeem raug thov kom tuaj rau ntawm Lub Rooj Tsav Xwm Saib Xyuas Kev Ua Haujlwm ntawm Lub Nroog Fresno lossis lwm qhov chaw soj ntsuam xyuas.

Kuv tshaj tawm raws li lub txim ntawm kev dag tias cov lus kuv tau muab yog qhov tseeb thiab yog.

Kuv tau nyeem thiab to taub cov ntsiab lus saum toj no

TUS NEEG TSIS TXAUS SIAB

HNUB TIM

RACIAL PROFILING COMPLAINT REPORTING

TSIS TXAUS SIAB

Yog koj ntseeg hais tais koj kev tsis txaus siab muaj raws li cov hauv qab no, ces thov qhia tag nrho seb muaj pes tsawg tus neeg tsis txaus siab thiab.

(If your complaint is based on discrimination related to the below categories, please list all that apply with the # of persons affected.)

YUAV TSUM QHIA TAWM (REQUIRED REPORTING)	Pes tsawg leej tsis txaus siab # of persons affected
YAM NEEG LOS SIS HAIV NEEG TWG (RACE OR ETHNICITY)	
XAAM XAJ NEEG DAB TSI (NATIONALITY)	
POJ NIAM LOS SIS TXIV NEEJ (GENDER)	
HNUB NYOOG (AGE)	
KEV NTSEEG (RELIGION)	
KEV POM YUS TUS KHEEJ LI POJ NIAM LOS SIS TXIV NEEJ LOS YOG KEV COJ YUS TUS KHEEJ LI POJ NIAM LOS SIS TXIV NEEJ (GENDER IDENTITY OR EXPRESSION)	
KEV NYIAM POJ NIAM LOS SIS TXIV NEEJ (SEXUAL ORIENTATION)	
KEV MOB XIAM HLWB (MENTAL DISABILITY)	
KEV XIAM OOB KHAB (PHYSICAL DISABILITY)	

Cov ntsiab lus tsis txaus siab (Complaint type definitions):

Haiv neeg los yog yam neeg kev cais txhais tias cov tswv yim tsis zoo los yog kev xav rau ib pawg neeg, xws li Asians, Blacks, lossis Whites, los ntawm cov xeeb ceem ntawm lub cev los yog rau ib pawg haiv neeg uas sib luag los yog cov yam ntxwv zoo sib xws, kev cai, thiab kev lig kev cai.

(Race or ethnicity bias is defined as a preformed negative opinion or attitude toward a group of persons, such as Asians, Blacks, or Whites, based on physical characteristics or toward a group of persons of the same race who share common or similar traits in language, custom, and tradition.)

- a. Kev ntxub haiv neeg yog kev xav tsis zoo lossis kev xav rau ib pawg neeg raws li lawv lub teb chaws.
- b. Kev ntxub poj niam thiab txiv neej yog kev xav tsis zoo lossis kev xav rau ib pawg neeg vim lawv yog poj niam lossis txiv neej.
- c. Hnub nyoog kev thuam yog kev xav tsis zoo los yog kev xav rau ib pawg neeg raws li lawv hnub nyoog.
- d. Kev ntxub vim kev ntseeg yog kev xav tsis zoo los yog kev xav rau ib pawg neeg raws li lawv kev ntseeg ntawm lub hauv paus, lub hom phiaj ntawm lub ntiaj teb, thiab lub neej. Piv txwv li yog Catholics, Jews, Protestants, los yog Atheists.
- e. Kev ntxub tib neeg vim lawv pom tias lawv yog poj niam lossis txiv neej yog lub tswv yim tsis zoo thiab kev xav rau ib pawg neeg vim lawv tawm qhia thiab coj li poj niam lossis txiv neej.
- f. Kev ntxub tib neeg vim lawv nyiam poj niam lossis txiv neej yog cov tswv yim tsis zoo thiab kev xav rau ib pawg neeg vim lawv kev nyiam poj niam lossis txiv neej.
- g. Kev xav tsis zoo ntawm kev nyuaj siab yog qhov kev xav tsis zoo los yog kev xav rau ib pawg neeg vim kev puas hlwb/teeb meem, xiam oob khab, raug mob, muaj hnub nyoog lossis mob.
- h. Kev ntxub tib neeg vim lawv lub cev tsis muaj zog yog kev xav tsis zoo los yog kev xav rau ib pawg neeg vim txoj kev tiv thaiv lub cev/kev cov nyom, xiam oob khab, raug mob, muaj hnub nyoog lossis mob.