
**436.01 SAINT PAUL POLICE DEPARTMENT
INTERACTIONS WITH TRANSGENDER AND GENDER NON-
CONFORMING
INDIVIDUALS IN THE COMMUNITY**

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I. PURPOSE

The purpose of this policy is to establish guidelines for Saint Paul Police Department interactions with transgender individuals and gender non-conforming individuals. The policy applies to interactions with the community.

II. POLICY

The Saint Paul Police Department prohibits discrimination against any individual or group on the basis of their actual or perceived sexual orientation, gender, gender expression, or gender identity. The Saint Paul Police Department will treat all individuals with respect, dignity, and professionalism and provide trusted service with respect.

III. DEFINITIONS:

- A. **Preferred Name:** A non-birth name that an individual uses to refer to themselves (this may or may not be their legal name).
- B. **Sex:** Refers to the designation of a person at birth as either male or female based on their anatomy (e.g. reproductive organs).
- C. **Gender:** An individual's social characteristics and behaviors (such as appearance, mannerisms, social interactions) that may be perceived as masculine or feminine.
- D. **Gender Identity:** An individual's sense of being a male or a female, or something not traditionally defined as male or female.
- E. **Transgender Individual:** A person who expresses a traditional gender that differs from that person's sex assigned at birth.
- F. **Gender Non-Conforming:** Refers to individuals whose behavior and appearance are perceived by some to be inconsistent with their sex assigned at birth.

IV. PROCEDURES/RULES WITH PUBLIC

A. FORMS OF ADDRESS

Saint Paul Police Department personnel will address individuals using the preferred pronouns and preferred name as expressed by the individual, even if the name is not legally recognized.

If an employee is unsure of an individual's name or which pronouns are appropriate, the employee may politely ask the person what their preferred name and/or pronouns are (e.g., "she, her, hers" for an individual who self-identifies as female; "he, him, his" for an individual who self-identifies as male; "they, them, their" for an individual who is gender non-conforming and or prefers gender-neutral pronouns).

When completing Department reports:

Police reports document law enforcement responses and investigations. Officers are required to state the name and sex of a subject of the report by what is listed on the individual's Government issued identification. If the individual has expressed a different name and/or gender than what is listed on their Government issued identification, officers should include the name given as an alias on the report and note the expressed gender in their report.

If no Government issued identification is available, the officer may respectfully ask the individual for their legal name and sex to use in the officer's report. If the individual identifies as non-conforming or chooses not to disclose their gender, officers should document the individual's gender as "not identified" in their report. The Ramsey County Sheriff's Office Adult Detention Center has their own policy to determine gender after individuals are booked in to the jail.

B. SEARCHES

Individuals shall not be stopped, detained, frisked or searched to determine gender or to call attention to the person's gender expression.

For all other information related to searches, see General Order 409.08: Physical Searches.

C. TRANSPORTATION

If the individual requests, and whenever possible, transgender and gender non-conforming individuals will be transported alone. If there are multiple transgender or gender non-conforming individuals who request to be transported alone, additional squads should be called to the scene for transportation.

D. RESTROOMS AVAILABLE FOR PUBLIC USE

The department provides all individuals with safe and appropriate restroom facilities, including restrooms that correspond to an individual's gender identity, regardless of the person's sex assigned at birth. In the case of transgender or gender non-conforming individuals, the decision about which restroom to use will be left to the individual to determine the most appropriate and comfortable option for them. Should an individual request additional privacy, a unisex or single stall restroom will be offered if available.

V. VIOLATIONS OF THIS POLICY/ COMPLAINT PROCEDURES

See General Order 304.00: Internal Affairs Unit

Effective October 3, 2018