

BROWARD SHERIFF'S OFFICE LGBTQ+ LIAISON COMMITTEE STANDARD OPERATING PROCEDURES

PREFACE

The purpose of this manual is to familiarize all personnel with LGBTQ+ Liaison Committee and its operation. It is a supplement to the Sheriff's Policy Manual and General Orders. It is not intended to change, alter, or supersede any BSO rules, policies, procedures, or General Orders.


No existing or future policies will be interpreted by any employee to supersede any federal, state, or local law, or any regulation or policy of the Broward Sheriff's Office. Such conflict will be immediately brought to a supervisor's attention.

It is also recognized that no document can be created which will cover absolutely all circumstances for all times. Therefore, this document is considered a flexible guide to operational efficiency. Deviations made from the strict interpretation of this policy should be backed up by sound professional judgment and responsible integrity.

From time to time parts of this policy will be amended or rescinded, as dictated by the efficiency needs of this unit.

Effective Date: March 29, 2023

DocuSigned by:


Captain Paul Auerbach #12568

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Captain Paul Auerbach
LGBTQ+ Liaison Committee Chairperson

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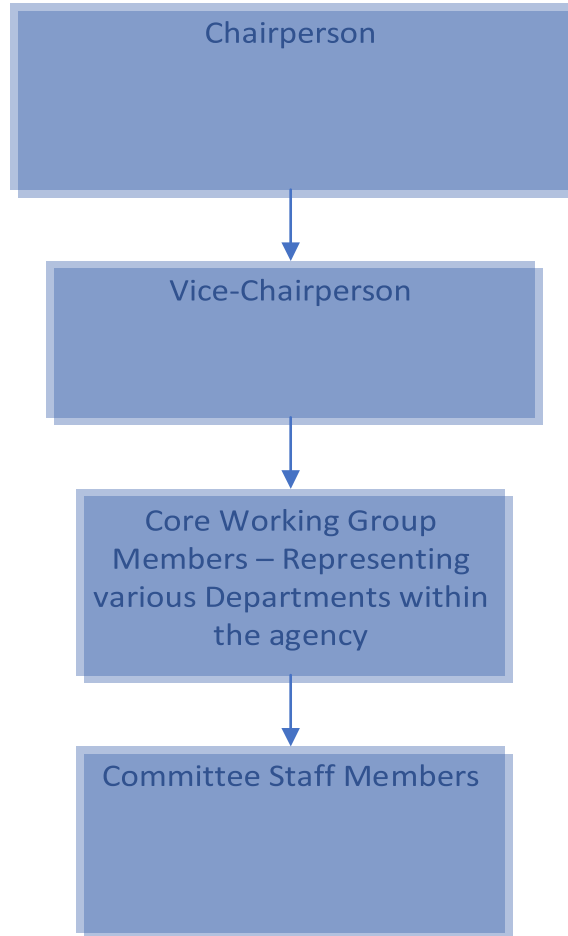
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1.0 Organization and Responsibilities

1.1 Organizational Chart

LGBTQ+ LIAISON COMMITTEE



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- 1.2 Committee Overview:** The purpose of this Standard Operating Procedure is to provide BSO employees with established guidelines and understanding of the duties and responsibilities of the LGBTQ+ Liaison Committee Members. This Standard Operating Procedure shall apply to all employees assigned to or assisting as an LGBTQ+ Liaison Committee member when interacting with members of the LGBTQ+ community including fellow employees.
- 1.3 Purpose:** The Broward Sheriff's Office (BSO) is committed to the safe, fair and respectful treatment of all Lesbian, Gay, Bisexual, Transgender, Queer/Questioning (LGBTQ+) employees, residents, and visitors. BSO's LGBTQ+ Liaison Committee's mission is to strengthen the relationship between the LGBTQ+ community and BSO by creating mutual trust and confidence through community involvement and departmental education. The LGBTQ+ Liaison Committee consists of employees from departments across BSO.
- 1.4 Definitions:**
- A. LGBTQ+: An acronym for "lesbian, gay, bisexual, transgender, and queer" with a "+" sign to recognize the limitless sexual orientations and gender identities used by members of our community.
 - B. Gender identity: One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from the sex assigned at birth.
 - C. Non-binary: An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do. Non-binary can also be used as an umbrella term encompassing identities such as agender, bigender, genderqueer, or gender-fluid.
 - D. Sexual orientation: | An inherent or immutable enduring emotional, romantic, or sexual attraction to other people. Note: an individual's sexual orientation is independent of their gender identity.
- 1.5 Mission:** The LGBTQ+ Liaison Committee will:
- A. Serve as a personal point of contact between BSO and the LGBTQ+ community.
 - B. Assist, advise, and consult with BSO leadership and other deputies on cases involving the LGBTQ+ community or LGBTQ+ issues.
 - C. Provide and coordinate training for members of the department on LGBTQ+ topics.

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- D. Meet with business owners, community groups, and individuals of the LGBTQ+ community and provide a forum to present information on relevant law enforcement issues.
- E. Provide a forum for the LGBTQ+ community to express its concerns regarding crimes directed against the LGBTQ+ community.
- F. Attend events in the LGBTQ+ community as a representative of BSO.
- G. Collaborate with community leaders, residents, and businesses to design and implement public safety projects and programs to establish a closer, more effective dialogue between law enforcement and the LGBTQ+ community.
- H. Identify and attend training related to LGBTQ+ topics.
- I. Facilitate an open relationship between the LGBTQ+ community and BSO.

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2.0 Committee Members:

- A. Any BSO employee in good standing may join the committee.

- B. The committee will be comprised of the following:
 - 1. A Chairperson selected by the Sheriff or designee.

 - 2. A Vice-Chairperson selected by the Committee Chairperson

 - 3. A core working group from the various Agency Departments (DLE, DOD, Fire Rescue, Administration.)

 - 4. Committee Staff Members: any other employee that wishes to assist in participating in events and conversations.

- C. At least one core committee member will attend the Broward Multi Agency Pride Coalition as the Agency representative.

- D. The committee shall conduct meetings as needed as determined by the Committee Chairperson

- E. To join the committee, employees may email the Committee Chairperson or the Community Affairs Unit.