

Table 1a: Non-exhaustive list of biased behaviors

Intended use: Tables 1a and 1b provide non-exhaustive lists of examples of aggravating/facilitating factors and mitigating/protective factors and are intended as guidance for background investigators and screening psychologists in implementing the Bias Assessment Framework.

Targeted Construct	Examples of Aggravating or Facilitative Factors	Examples of Mitigating or Protective Factors
Biased Behaviors	<ol style="list-style-type: none"> 1. Use of slurs or epithets targeting a person or group because of one or more actual or perceived characteristics involving disability, gender, nationality, race or ethnicity, religion, or sexual orientation, or because of association with a person with one or more of these actual or perceived characteristics 2. Acts of violence, harassment or discrimination targeting a person or group because of one or more actual or perceived characteristics involving disability, gender, nationality, race or ethnicity, religion, or sexual orientation, or because of association with a person with one or more of these actual or perceived characteristics 3. History of disciplinary actions, reprimands, or other formal consequences (e.g., at school, work, military) for biased behavior against a person or group because of one or more actual or perceived characteristics involving disability, gender, nationality, race or ethnicity, religion, or sexual orientation, or because of association with a person with one or more of these actual or perceived characteristics 4. Statements, social media postings and other behaviors indicating bias, social group dominance/supremacy, or espousing intolerance of or hostile action against a person or group because of one or more actual or perceived characteristics involving disability, gender, nationality, race or ethnicity, religion, or sexual orientation, or because of association with a person with one or more of these actual or perceived characteristics 5. Membership in a hate group, participation in hate group activities, or public expressions of hate¹ 6. Voluntary and ongoing association with persons who hold membership in a hate group, participate in hate group activities, or engage in public expressions of hate. 	<ol style="list-style-type: none"> 1. Evidence that the candidate made a prompt, good-faith effort to make restitution² 2. Evidence that the offense is so minor, or so much time has passed, or it happened under such unique conditions that it is unlikely to reflect a stable bias 3. Evidence that the candidate has matured or rehabilitated 4. The information, evidence or report was from a questionably reliable source 5. In the case of voluntary and ongoing association with persons who openly espouse bias, mitigating evidence may be that the association is warranted by one or more important social, familial or occupational ties and the candidate does not share the bias

¹ “Hate group” means an organization that, based upon its official statements, principles or activities, supports, advocates for, threatens, or practices the genocide of, or violence toward, any group of persons based upon race, ethnicity, nationality, religion, gender, gender identity, sexual orientation, or disability. “Participation in hate group activities” means active and direct involvement in, or coordination or facilitation of, acts of violence by hate group members. “Public expression of hate” means any explicit expression in a public forum, on social media including in a private discussion forum, in writing, or in speech, advocating for, supporting, or threatening the genocide of, or violence toward, any individual or group of persons based upon race, ethnicity, nationality, religion, gender, gender identity, sexual orientation, or disability. “Public expression of hate” also includes the public display of any tattoo, uniform, insignia, flag, or logo that indicates support for the genocide of, or violence toward, any group of persons based upon race, ethnicity, nationality, religion, gender, gender identity, sexual orientation, or disability.

² Items 1-4 are adapted from mitigation criteria published in the *National Security Adjudicative Guidelines*. (2017). See <https://www.dni.gov/files/NCSC/documents/Regulations/SEAD-4-Adjudicative-Guidelines-U.pdf>

Table 1b. Non-exhaustive list of biased attitudes and bias-relevant traits and attributes

Targeted Construct	Examples of Aggravating or Facilitative Factors	Examples of Mitigating or Protective Factors
Biased Attitudes	Published measures of biased attitudes ¹ include: 1. Social Dominance Orientation Scale (Ho et al., 2015) 2. Right-Wing Authoritarianism Scale (Altemeyer, 1998; Zakrisson, 2005) 3. Modern/Symbolic Racism Scale (Henry & Sears, 2002; McConahay, 1986) 4. Ambivalent Sexism Inventory (Glick & Fiske, 1996) 5. Attitudes Toward Lesbians & Gay Men (Herek, 1998) 6. Bias Awareness Scale (Perry, Murphy, & Dovidio, 2015) 7. Rape Myth Beliefs (Parratt & Pina, 2017)	Attitudes in opposition to targeted biases also are measured by several of the published measures of biased attitudes (however, see footnote 1)
Bias-Relevant Traits & Attributes	1. Cynicism 2. Misanthropy 3. Disinhibited or antagonizing externalizing tendencies (e.g., impulsivity, disconstraint, antisocial behavior) 4. Low tolerance 5. Absence of empathy 6. Clinically significant symptoms or moderate symptoms/traits associated with counterproductive behavior as a peace officer	1. High theory of mind formation 2. High stress resilience and coping 3. Favorable or neutral experience(s) with members of other groups 4. Egalitarian values 5. Evidence of empathy and perspective-taking toward members of marginalized groups 6. High levels of executive function 7. Internal motivation to respond without prejudice

¹Published measures of biased attitudes are available but have not been validated for use in personnel selection. They may be useful in the context of the psychological interview.