

## NIAGARA FALLS POLICE DEPARTMENT GENERAL ORDER

EFFECTIVE DATE: 08/01/2013	SUBJECT:  <b>Rules of Conduct</b>	Number <b>115.00</b> (NYSLEAP A-14-1; A-14-2; A-14-3)
RESCINDS: ALL PREVIOUS		Number of pages <b>18</b>

### I. Purpose:

- A. The purpose of this General Order is to policy providing all Niagara Falls Police Department (NFPD) employees with additional specificity to the standards of conduct embodied in the Law Enforcement Officer's Code of Ethics and the NFPD Rules and Regulations, in order to enable all members of the Department to better understand the prohibitions and limitations pertaining to their conduct and activities, while on and off duty.

### II. Definitions:

- A. Authority: Legal or rightful power, a right to command or act.
- B. Business and Employment: Business activity includes participation in, or affiliation with, any commercialized business activity for the purpose of financial gain, except solely by legal investments. Outside employment includes the rendering of any services of a business nature for pay or other consideration from any source other than from the City of Niagara Falls.
- C. Chain of Command: Ascending and/or descending order of rank.
- D. Shift/Division Commander: Highest ranking member of a division or unit. Has authority through the Superintendent of Police to impose disciplinary measures over the personnel assigned to their command.
- E. Complaint: An allegation by citizen(s) regarding Department services, policy or procedure, member or employee misconduct, claims for damages which allege member misconduct, and any allegation of misconduct made by another member or employee.
- F. Complainant: Any individual who files a complaint.
- G. Confidential: Secret - not to be divulged to unauthorized individuals.

- H. Department: Niagara Falls Police Department.
- I. Department Property: Includes all Department owned and/or leased property, buildings, vehicles, and equipment.
- J. Discipline: A written reprimand, suspension, transfer, demotion, or dismissal.
- K. Dismissal: The act of terminating the employment of a member.
- L. Insubordination: The willfull disobedience of a lawful order issued by any supervisor or disrerspectful, mutinous, rebellious, insolent or abusive language or action toward any supervisor.
- M. Lie or Lying: A lie is defined as a falsehood uttered for the purpose of deception, an intentional statement of an untruth designed to mislead another, it means an untruthful deliberately told intentional misrepresentation. (Black's Law Dictionary Sixth Edition)
- N. Misconduct: Any conduct by a member or employee that violates Department policy or the law.
- O. Police Officer: Sworn personnel, who directly perform duties including: conducting criminal investigations; maintaining law and order; protecting life and property of the citizens; and any other similar duties vested upon the NFPD at present or in the future.
- P. Deputy Superintendent of Police/Office of Professional Standards: The Deputy Superintendent/OPS shall be in charge of evaluating the results of the administrative investigation prior to the Superintendent or their designee for final review and signature.
- Q. Supervisor: Police officer with the rank of Lieutenant or higher who has the authority to make decisions, evaluate, and investigate personnel assigned to their Division or Unit.
- P. Through Channels: In descending and/or ascending order of rank. Synonymous with "chain of command."

### III. Rules of Conduct

Actions of members that are inconsistent or are in conflict with the rules, regulations, and policies established by the Department which negatively affect its reputation and that of its members will not be tolerated. Such actions or inactions detract from the Department's overall ability to effectively and efficiently protect the public, maintain peace and order, and conduct other essential business. Therefore, it is the policy of the Department that all members shall conduct themselves in a

manner that reflects the ethical standards consistent with the rules contained in this General Order and otherwise disseminated by the Department.

#### A. Law Enforcement Code of Ethics

The Law Enforcement Code of Ethics shall be the basis for governing the behavior of all sworn members of the Department and is hereby adopted as follows:

*As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty; equality and justice.*

*I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to my agency or me. I will maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and professional life, I will be exemplary in obeying the laws and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret, unless revelation is necessary in the performance of my duty.*

*I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and the relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.*

*I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers.*

*I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.*

*I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.*

*I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession ... law enforcement.*

#### B. General Provisions

##### 1.1 Member's Responsibilities

- A. In addition to the Code of Ethics, a member must observe all laws, regulations, procedures, and lawful commands of all ranking members of the Department. Any action taken in violation of any laws, regulations, procedures, commands, or contrary to NFPD policy, shall subject a member to possible criminal prosecution, re-training or reinstruction, civil liability and/or disciplinary action, which may result in reprimand, suspension, transfer, demotion, dismissal, or any other penalty the Superintendent may lawfully direct.
- B. Members must be truthful, polite, and orderly at all times. Members must display patience, command of temper, and always use discretion in their private as well as professional life, so that their conduct is unquestioned.
- C. Members who withhold information, fail to cooperate with Departmental investigations, or who fail to report the misconduct of members to a supervisor, whether on or off duty, shall be subject to disciplinary action.
- D. All members are responsible for enforcing the law impartially.

#### 1.2 Conformance to Laws

- A. Members shall conform to and abide by the laws of the United States, all states of the United States and subdivisions thereof.
- B. While traveling abroad, members shall abide by the laws of foreign countries insofar as the laws do not conflict with the laws of the United States.
- C. Violation of any law shall be critically reviewed by the Department to determine the appropriate level of discipline, up to and including dismissal proceedings.

#### 1.3 Courtesy

- A. Members shall conduct themselves in a civil and professional manner that fosters public respect and cooperation. When addressing a citizen, members shall use the person's last name prefixed by Mr., Mrs., and Ms., whichever is appropriate. Using first names or other informal terms is prohibited.
- B. Disrespect; or gestures or language of a coarse, profane, abusive, demeaning, or insolent nature directed towards any citizen or fellow member shall constitute a basis for disciplinary action.

- C. Insubordination shall constitute a basis for disciplinary action.
- D. Citizens requesting assistance or advice shall be given every consideration consistent with the circumstances. Citizens attempting to make a complaint shall not be referred to other commands simply because the incident occurred during another shift. It is also each member's duty to sincerely attempt to satisfy a citizen's request and/or to courteously refer them to other agencies if circumstances necessitate such action.
- E. All members must inform an individual of their right to make a complaint if the individual objects to a member's conduct. This includes complaints from an individual in NFPD custody and/or a holding cell.
- F. Members have a duty to assist any individual who wishes to file a citizen's complaint, by providing them with an informational brochure and a citizen contact form, or immediately putting the complainant in contact with a supervisor who can assist them with filing their complaint. No member shall interfere with, hinder, retaliate against, or obstruct an individual from making a citizen complaint.

#### 1.4 Command and Supervisory Responsibility

- A. Commanders and supervisors are responsible for setting a tone and example of acceptable conduct for subordinate personnel. Acts of misconduct committed by commanders and supervisors shall generally be viewed as more serious than if subordinate personnel had committed the same misconduct.
- B. Commanders and supervisors bear a particular responsibility as it relates to the conduct of subordinate personnel. If a commander or supervisor has knowledge of misconduct on the part of subordinate personnel and fails to report, that commander or supervisor shall be held accountable in accordance with Department policy.
- C. Supervisors within the chain of command of a member alleged to have committed domestic violence, sexual misconduct, sexual harassment, or discrimination shall not conduct any independent investigation into the allegations against the member. (An independent investigation is any investigation outside the authority of personnel assigned to the Deputy Superintendent/Office of Professional Standards. Any such independent investigation shall not prevent the Department from investigating those allegations and, if appropriate, initiating disciplinary action.

## 1.5 Conflicting Orders

- A. Members who are given an order that is in conflict with a previous order or regulation shall respectfully call attention to such conflict. If the supervisor giving the order does not alter or retract the conflicting order, then the order shall stand and, under those circumstances, the responsibility shall be the supervisor's. In such situations, the member obeying the conflicting order shall not be held responsible for disobedience of any previously issued order. When an order contrary to the provisions of any previous order, rule, regulation, or directive is given to a member, the member shall comply with the order unless it is a violation of the law, and shall thereafter submit an incident report, through channels, to the Superintendent, stating the facts and circumstances.

## 1.6 Photographs, Lineups, Firearm Examinations and Ballistic Testing

- A. The Superintendent may order a member to submit to being photographed, participate in a lineup, and/or surrender Department issued firearms for examination and ballistic testing. Procedures carried out under this section shall be specifically directed and narrowly related to an investigation being conducted by the Department.

## C. Prohibited Acts

Members are directly accountable for their actions, through the chain of command, to the Superintendent. The following acts are in direct violation of Department policy. This list of violations is not exhaustive and does not prohibit any member from being charged and disciplined, separately or in conjunction with, a violation of any other portion of Department policy, rule, or procedure. Violations are listed by general category for easier reference.

### 2.1 Accountability

- A. Members shall cooperate fully in any internal or administrative investigation, conducted by the NFPD or other authorized agency, and shall provide complete and accurate information in regard to any issue under investigation.
- B. Members shall report any member known to have violated any rule, regulation, policy, law, or issued order, or for failure to perform assigned duties.

- C. Members shall accept or process a citizen complaint and/or assist an individual wishing to make a citizen complaint.

## 2.2 Alcohol/Drug Use

- A. Members shall report fit for duty, and their judgment or physical condition shall not be impaired by alcohol, medication, or other substances.
- B. Members shall report the use of any substance, prior to reporting for duty that impairs a member's ability to perform as a law enforcement officer.
- C. Members shall not report for duty, or be on duty with an odor of intoxicants. (Note: the odor of intoxicants on the breath of a member reporting for regularly scheduled duty, or while on duty, shall be deemed "prima facie evidence" that the member is unfit for duty.)
- D.. Members shall not consume alcoholic beverages while wearing any part of the uniform, or while displaying a Department badge or identification.
- E. Members shall not consume alcoholic beverage(s) on/in any Department property.
- F.. Members shall not bring or store alcoholic beverages on/in any Department property. (Except when authorized by the Superintendent or possessed in the performance of duty.)
- G. Members shall not consume alcoholic beverages or enter a liquor establishment for purposes of consumption while on duty, except in the performance of duty. A member may enter a restaurant licensed to sell alcoholic beverages for the purpose of eating lunch.
- H. Members shall submit to alcohol screening/or blood tests when ordered by a supervisor, pursuant to Department policies.
- I. Members shall not avoid or attempt to circumvent drug screening procedures.

## 2.3 Attendance

- A. Members shall not be absent from duty without permission.
- B. Members shall be punctual in attendance to all duties.

- C. Members shall notify the supervisor in charge of anticipated tardiness.
- D. Members shall appear at scheduled training, court appearances or scheduled firearms qualification programs.
- E. Members shall appear for scheduled internal investigation interviews.

#### 2.4 Attentiveness to Duty

- A. Members shall be equipped with their badge and identification card and respond appropriately under the circumstances upon notice that their services are required (except when on sick leave or furlough).
- B. Members shall respond immediately upon notice that services are required.
- C. Members shall not leave their post and/or assignment without proper relief or purpose.
- D. Members shall not sleep on duty.

#### 2.5. Authority, Misuse

- A. Members shall perform all duties in an impartial manner.
- B. Members shall not interfere with a Department, criminal, or governmental investigation.
- C. Members shall not act in a manner which might aid any person in escaping arrest; delay the apprehension of a criminal; or, facilitate the removal or concealment of contraband.
- D. Members shall not purchase or convert to their own use, any found, impounded, abandoned, or recovered property, or any property held or released as evidence.
- E. Members shall not misuse New York DMV, NCIC, or any other Department or law enforcement database.
- F. Members shall not seek the aid of any person to effect a promotion, transfer, or restoration to duty by obtaining unfair advantage.
- G. Members shall not use Department authority or position for financial gain or for obtaining privileges or favors.



- H.. Members shall not vouch or sign as a character reference for any individual making a license application for any activity that is subject to investigation or regulation by the Department (except as authorized in conducting Department business or with prior approval of the Superintendent).

## 2.6 Department Property

- A. Members shall exercise care or practice economy in the use of Department property.
- B. Members shall promptly report lost, stolen, misplaced, or damaged Department property, to the supervisor of the command to which the member is assigned. (Losses by carelessness shall be deemed prima facie evidence of misconduct.)
- C. Members shall not grant or facilitate unauthorized access to any Department property.

## 2.7 Department Vehicles and Driving

- A. Members shall broadcast a vehicular pursuit via Department radio on the appropriate radio channel or frequency.
- B. Members shall obey any order to terminate a vehicular pursuit.
- C. Members shall operate a Department vehicle in a safe manner.
- D. Members shall not permit unauthorized persons to ride in Department vehicles.
- E. Members shall adhere to the Department's vehicular pursuit policy.
- F. Members shall not use, operate or travel in a privately owned vehicle, while on duty.
- G. Members shall not violate any traffic law.

## 2.8 Unbecoming Conduct

- A. Members shall not engage in any conduct unbecoming of a police officer. Unbecoming conduct involves activities, on or off duty, that reflect discredit on the members of the Department, tend to bring the Department into disrepute, or impair the Department's efficient and effective operation.

- B. Members shall not display cowardice; or, shirk duty or responsibility during time of danger.
- C. Members shall not disparage or demean the race, gender, ethnicity, nationality, religion, sexual preference, disability, or personal characteristics of any individual.
- D. Members shall exhibit a polite, dignified and courteous manner towards all individuals (includes detainees, fellow members, and employees).
- E. Members shall not be insubordinate.
- F. Members shall not willfully disobey rules, regulations, or orders.
- G. Members shall not taunt or harass citizens, fellow members, or employees.

## 2.9 Confidentiality

- A. Members shall not give or make transcripts of Department records, official correspondence, communication tapes, or permit such records to be removed from any Department command, except by permission of the Superintendent, or under due process of law.
- B. Members shall not divulge official confidential information to anyone except the person for whom it is intended, or as directed by the supervisor, or under due process of law. (The official business of the Department shall be treated as confidential. The Superintendent or designee may divulge information to representatives of the press consistent with federal and state law, and Department policy.)
- C. Members shall not divulge the name of any individual (witness, informant, etc.) or give information to anyone except other members of the Department, to whom it may be necessary in connection with Department business. (Information presented to the Department in connection with crimes must be carefully guarded.)
- D. Members shall not obtain personal information, related to any citizen or member, for other than Department use.

## 2.10 Criminal Conduct

- A. Members shall not engage in criminal conduct (whether or not criminally charged).

- B. Members shall not aid and/or abet in criminal conduct (whether or not criminally charged).
- C. Members convicted in any court of criminal jurisdiction shall be disciplined accordingly.

#### 2.11 Custody of Detainees

- A. Members shall provide the proper care to any individual in the custody of the NFPD.
- B.. Members shall properly search a detainee.
- C. Members shall furnish arrested individuals with a receipt for all personal property taken from them.
- D. Members shall not permit unauthorized entry into a holding cell or holding cell area.
- E. Members shall not permit unauthorized disclosure of detainee records.

#### 2.12 Weapons

- A. Members shall carry only authorized weapons and ammunition.
- B. Members shall properly secure and care for Department weapons.
- C. Members shall not carelessly use Department weapons.

#### 2.13 Job Standards

- A. Members shall notify their Shift/Division Commander of any circumstance that affects a member's ability to perform their duties (e.g., suspended license, medical condition, medication, arrests or detentions).
- B. Members who become aware they are under investigation for criminal offenses shall notify their Shift/Division Commander in writing within 24 hours.
- C. Members shall not be ignorant of rules or orders.
- D. Members shall maintain necessary competency to perform law enforcement duties.

- E. Members shall give consideration or assistance to any individual.
- F. Members shall appear punctually when summoned to any court proceeding and shall testify when required to do so.

#### 2.14 Cellular Phones

- A. Members shall not use cellular phones to make or receive phone calls or text messages, during on-duty hours to conduct off-duty business related activity. Personal calls/texting made or received while on-duty shall be limited to family related matters that require immediate attention. Members shall not use a cellular phone for non-departmental related calls when in conspicuous view of the public (e.g., on a traffic assignment, detail, riding in a patrol vehicle).

#### 2.15 Off Duty Police Action

- A. Members shall not engage or attempt to take police action in personal controversies or in controversies arising between friends, relatives, and/or neighbors (except in self defense, to prevent injury to another, or when a serious offense has been committed). Such circumstances shall be called to the attention of the Desk Lieutenant working during the shift which it occurs, who shall assign disinterested members to investigate and take necessary action. Out of jurisdiction incidents shall be handled by the responsible primary law enforcement agency in that area.
- B. Off duty members shall notify on-duty Department or local law enforcement officers before taking police action, absent exigent circumstances.

#### 2.16 Property

- A. Members shall properly dispose of seized property or evidence.
- B. Members shall turn over all property found, seized, or taken from persons arrested.
- C. Members shall not use, procure, possess, distribute, deliver or dispose of narcotics or controlled substances in violation of applicable statutes or NFPD policy.

#### 2.17 Use of Tobacco

- A. Members shall not use tobacco products in any form that includes, but is not limited to, cigars, cigarettes, pipes, and chewing tobacco, on/in Department property.
- B. Members shall not use tobacco products while in uniform in conspicuous view of the public.

2.18 Soliciting or Accepting Gratuity

- A. Members shall not solicit contributions or subscriptions in any form, for any purpose, without prior approval from the Superintendent.
- B. Members shall not accept any fee, reward, or gift, of any kind, from any arrested individual, or from any individual on the arrested individual's behalf.
- C. Members shall not accept bribes of money, valuables, services, or any other form of compensation or consideration.
- D. Members shall not borrow money from, or become obligated to, any individual whose business is subject to regulation by the Department.
- E. Members shall not solicit free admission or passes for theatres, places of amusement, commercial transportation systems, or any other purpose either for themselves or on behalf of others.

2.19 Truthfulness

- A. Members shall not willfully lie or make a false oral or written statement(s).
- B. Members shall not falsify official Department reports.
- C. Members shall not willfully or knowingly depart from the truth, in giving testimony or in connection with any official duties.
- D. Members shall truthfully answer all questions, upon the order of a supervisor, or during an internal investigation narrowly related to the scope of employment and Department operations.

2.20 Uniforms

- A. Members shall wear a complete uniform in the manner prescribed by the Department.

- B. Members shall maintain a neat well-groomed appearance and hair style according to NFPD guidelines.
- C. Members shall not wear any part of the uniform during periods of suspension.
- D. Members shall not wear or carry unauthorized garments, packages, umbrellas, canes or other items while in uniform.

#### 2.21 Use of Force

- A. Members shall report any use of force or complete a use of force report form in accordance with Department policy.
- B. Members shall properly use Department issued weapons.
- C. Members shall properly use Department issued chemical weapons..
- D. Members shall not strike an individual who is restrained (e.g., handcuffed).
- E. Members shall not use unnecessary force.
- F. Members shall not mistreat any individual.

#### 2.22 Nepotism

- A. Members shall not exercise direct and immediate supervisory authority over a family member. For the purpose of this regulation, family member is defined as husband, wife, parent, step-parent, child, step-child, brother, sister, grandparent, step-grandparent, grandchild, step-grandchild, son or daughter-in-law, brother or sister-in-law, parent-in-law, grandparent-in-law, aunt, uncle, niece, nephew, or fiancé.

#### 2.23 Discrimination or Harassment

- A. Members shall not discriminate or harass, for or against, or prepare any communication which makes reference to an individual's race, color, religious creed, sex, sexual orientation, age, national origin, ancestry, or work related handicap or disability, unless it serves a specific police purpose in accordance with Department directives. Members shall not engage in the presentation of any racial, sexual, religious, ethnic, or handicap joke, slur, or story.

#### 2.24 Sexual Misconduct

- A. Members shall not engage in sexual misconduct. Sexual misconduct includes any uninvited or unwelcome sexual touching, sexual contact, or conduct of a sexual nature which victimizes another. Sexual touching or sexual contact includes intentional touching or other physical contact of a sexual nature, done either directly or through the clothing, with an intent to abuse, humiliate, harass, degrade, arouse, or gratify the sexual desire of any person (whether or not criminally charged).

## 2.25 Sexual Harassment

- A. Members shall not engage in sexual harassment. Sexual harassment is defined to include: unwelcome sexual advances; requests for sexual favors; and/or other verbal, visual, or physical conduct of a sexual nature (whether or not criminally charged), where any or all of the following occur:
  - 1. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of an individual's employment.
  - 2. Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individuals.
  - 3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

## 2.26 Domestic Violence

- A. Members shall not engage in domestic violence involving the physical abuse of any victim or engage in activity that would cause a reasonable person to be in fear of bodily injury (whether or not criminally charged).

## 2.27 False Enlistment

- A. The integrity and high moral standards of the NFPD must be maintained; therefore, no individual shall procure their enlistment in the Department by willfully misrepresenting their qualifications, character, reputation, or physical condition.

## D. Public Statements, Appearances, and Endorsements

### 3.1 Communication

- A. Members shall not provide confidential Department information to any unauthorized individual.
- B. Members shall not publicly engage in activities designed to bring discredit upon City officials, Department members, or administrative policies.
- C. Members shall not engage in a civil action or filing a complaint for damages on matters arising from duty-connected activities without providing timely notice to the Superintendent.
- D. Members shall not engage in religious or political discussion on duty, or off duty while in uniform.
- E. Members shall not make any public speaking appearance representing the Department without prior approval.

### 3.2 Endorsements

- A. While acting in an official capacity, members shall not give an oral or written endorsement, or, grant permission for the use of their name or photograph in connection with any commercial product or service, without the written approval of the Superintendent.
- B. Members shall not recommend or employ attorneys or bonding agents, for or on behalf of a detainee.

### 3.3 Political Activity

- A. Members shall not interfere or use the influence of their Department position in elections.
- B. Members shall not participate in political activities; or, solicit contributions, signatures, or other forms of support for political purposes while on duty and/or in uniform, unless previously authorized by the Superintendent.
- C. Members shall not display, distribute, transport, or store literature, bumper stickers, or other political paraphernalia on/in Department property, unless authorized to collect illegally placed items for disposition.
- D. Members shall not use any Department meeting as a means of expressing political views or support/rejection of any candidate or political issue.



---

## E. Supplemental Employment

### 4.1 Employment Prohibitions

- A. Members of the Department are expressly prohibited from engaging in any other business, employment, or occupation, during on or off duty hours, unless the Superintendent has granted approval.
- B. Members are prohibited from working in any businesses that are regulated by the New York State Liquor Authority with on-premises consumption licenses, unless authorized by the Superintendent of Police.
- C. Members shall not engage in an outside business or employment activity while sick or disabled, unless authorized by the Superintendent.
- D. Authorized outside business or employment activity shall not interfere with the Department's management or a member's duties.
- E. Members having received authorization to engage in outside business or employment activity, shall notify the Superintendent (through channels), in writing, when such activity has been discontinued.

### 4.2 Authorization

- A. Members shall process a written request for authorization for outside business or employment activity to the Superintendent (through channels).
- B. Once authorization has been granted, it shall remain in effect for a period of one year unless the member terminates the business or employment activity, or the Department terminates the authorization.

### 4.3 Work Schedule

- A. The number of hours a member may engage in an authorized outside business or employment activity shall be limited to not more than 20 hours per week. Time worked on furlough and leave days is exempt from this rule.

### 4.4 Outside Employment Restrictions

- A. Approval will not be granted for an outside business or employment activity which would involve more than 20 hours per week of work.

- B. Members shall not be in uniform when engaged in outside employment unless authorized by the Superintendent of Police.
- C. Members who are suspended without pay are prohibited from engaging in any business or employment activity that would be incompatible with their status in the Department or inconsistent with their return to duty as police officers.

## F. Associations

### 5.1 Prohibited Associations

- A. Members shall not knowingly commence or maintain a relationship, or associate with convicted criminals or any person who is under criminal investigation, indictment, arrest, or incarceration by the Department, or another criminal justice agency, excluding traffic violations (unless in the course of their official duties, or where unavoidable because of family relationships).
- B. Members shall not knowingly join or participate in any organization that advocates, incites, or supports criminal acts or criminal conspiracies.
- C. Members shall not enter or frequent a house or place where illegal activities are being conducted (except in the performance of duty with the knowledge and approval of their supervisor).
- D. Any member of the Department who has knowledge that they are or may be the subject of an investigation, by any government body or agency, except for minor traffic infractions, shall report this information to their Shift/Division Commander within 24 hours. The report shall include the name of the government body or agency that is conducting, or has conducted the investigation, and the nature of the investigation. Failure to make such notification will be considered a neglect of duty. This requirement shall not infringe upon any constitutional rights protected by the United States Constitution. The Commander receiving such information shall notify the Superintendent of Police immediately.