

Internal Affairs investigation into 7/26 police incident at UMED

Police Department and Salt Lake City policies at issue.

Department Policy **II-150 (Conduct Unbecoming)** states, in pertinent part:

Conduct unbecoming by a police employee is any conduct that has a tendency to adversely affect the operations or efficiency of the Department or any conduct that has a tendency to adversely affect public respect and confidence in the Department or any employee. Conduct unbecoming also includes any conduct that brings the Department or any employee into disrepute or brings discredit upon the Department or any employee.

Department Policy **II-170 (Courtesy in Public Contacts)** states, in pertinent part:

Employees will treat all persons with respect. Employees are expected to be courteous and dignified at all times as the circumstances allow. The personal prejudices or attitudes of the employees must not influence their decision to take police action other than is justified or expected within the constraints of discretion. Employees will not use degrading, profane, abusive or defamatory language when in contact with the public or in public view.

Employees shall maintain a courteous and professional telephone demeanor.

Department Policy **III-030 (Arrests – Misdemeanor Citations)** states, in pertinent part:

Whenever possible, officers will use a misdemeanor citation in lieu of arrest. It is departmental policy to issue a citation to all persons charged with a misdemeanor or infraction instead of arresting them unless the person is under 18 years of age or there is positive reason to make an arrest.

*Department Policy **III-680.4 (Reports – Situations Requiring a Report)** states, in pertinent part:

A report must be made: [w]hen any person is physically detained with restraint devices or subjected to the use of physical force, as defined in section III-310 Force, Use of, the incident requires a General Offense report and Use of Force Detail field.

The Department's **Law Enforcement Code of Ethics** states, in pertinent part:

Performance of the Duties of a Police Officer

All citizens will be treated equally with courtesy, consideration and dignity. Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect of the position of public trust they hold.

A police officer will use responsibly the discretion vested in the position and exercise it within the law. The principle of reasonableness will guide the officer's determinations and the officer will consider all surrounding circumstances in determining whether any legal action shall be taken. Consistent and wise use of discretion, based on professional policing competence, will do much to preserve good relationships and retain the confidence of the public. There can be difficulty in choosing between conflicting courses of action. It is important to remember that a timely word of advice rather than arrest - which may be corrected in appropriate circumstances - can be a more effective means of achieving a desired end.

City Policy 3.05.01 (**Standards of Conduct**) states, in pertinent part:

I. General expectations for all city employees:

- a. Employees will dedicate themselves to the highest ideals of professionalism, honor, and integrity in order to merit the trust, respect, and confidence of the public they serve.*
- f. Employees will conduct themselves in a manner that will not disrupt the workplace, undermine the authority of management, impair close working relationships, offend the public or otherwise impede the effective operation of city government.*
- g. All city employees will demonstrate the highest level of courteous and respectful behavior in all dealings with coworkers, supervisors, direct reports and the public.*

II. Inappropriate behavior includes but is not limited to the following:

- g. Actions that discredit the name, reputation or public mission or interest of the city regardless of whether the employee is convicted, pleads guilty or is otherwise subject to a legal judgment.*
- o. Engaging in abusive, inappropriately loud, combative, aggressive, or threatening language or behavior.*

(*) Denotes that the policy was considered only as to the detective.