

	ANDOVER POLICE DEPARTMENT GENERAL ORDER		Number: M1101
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			Distribution: All
Title: DISCLAIMER STATEMENT		Section: Administration	
Issued: 03/30/2010	Effective: 04/07/2010	Revised:	
Rescinds: All Previous		Amends:	
CALEA References:			
Review: Annual	Authority: Chief Michael A. Keller <i>M.A.K.</i>		

I. Purpose

It is the purpose of this General Order to identify the limitations of the Andover Police Department General Orders Manual.

II. Policy

A. Liability

1. The Andover Police Department General Orders Manual has been published and distributed for internal, employee use, and does not increase an employee's exposure to civil or criminal liability in any way.
2. The manual should not be construed as the creation of a higher standard of safety or care in an evidentiary sense with respect to third party claims.
3. Violations of the provisions contained herein, if proven, will only form the basis for departmental administrative sanctions, and then only in a non-judicial administrative setting.

B. Legality

If any section, subsection, item, clause or phrase contained in this manual is found to be illegal, such finding shall not affect the validity of the remaining sections, subsections, items, clauses or phrases of the manual.

C. Employment

1. The General Orders Manual is provided for information only and the policies, regulations, and procedures described are not conditions of employment.
2. The General Orders Manual is not intended to create any contractual rights of employment between the department and its employees.
3. Nothing in the General Orders Manual changes an employee's "at will" employment status with the department, which means that either the department or the employee may terminate the employment relationship at any time, for any reason, or no reason at all, with or without notice.
4. If any section, subsection, item, clause or phrase contained in this manual is found to conflict with personnel regulations adopted by the Andover City Council, then the personnel regulations adopted by the governing body supersede the conflicting item(s) within this manual, however, such finding shall not affect the validity of the remaining sections, subsections, items, clauses or phrases of this manual.



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III. Definitions

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IV. Regulations

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V. Procedures

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