

DOUGLAS COUNTY SHERIFF'S OFFICE		Policy and Procedure
General Administration		P&P-A-106
Employment / Assignment of Relatives		
Effective Date: 03-06-24 Supersedes: 11-12-08	Approval: Sheriff	Number of Pages: 1
References: Title 24, Article 18 CRS	Reevaluation Date: Annually	Standards:

I. SUPERVISION

No person shall be hired, promoted, or transferred to a position that would result in that person working in a position where they are directly supervised by a relative or a person residing in the same household. Employees who marry or live in the same household after their date of hire shall not directly supervise the other or be responsible for the safety or well-being of the other while on duty. Employees meeting the above criteria shall not work for the same shift/team unless an emergency situation dictates such supervision by order of the Sheriff.

It is also the policy of this Office that the guidelines in the Colorado Revised Statutes related to Conflict of Interest and Title 24, Article 18, Part 1 – *Standards of Conduct*, will be adhered to.

II. SAFETY

This Office will take every precaution to ensure that members of the same family or household are not placed in a situation where one member is responsible for the personal safety of the other. A prime example is in the Office's 'Ride-Along' program. Members of the same family or household will not ride together in the same vehicle.

III. FAMILY RIDE-ALONG

While this agency encourages the general public and family members to understand law enforcement and its procedures, the general public and/or a family member may only participate as a rider once every six months. They may not ride with a family member or member of the same household. Exceptions to this policy must be authorized by an executive officer of this Office.

IV. RIDE-ALONG AGREEMENT

In all circumstances, non-members of this Office will sign and agree to the terms of the waiver for the Ride-Along program.

By Order of the Sheriff