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## **PREAMBLE**

The actions of Douglas County Sheriff's Office (DCSO) members affect the agency's professional reputation and the perception of the public. DCSO members will act in a manner consistent with the agency's values and rules and regulations in order to enhance the agency's overall ability to effectively protect the public, maintain the peace and order, and conduct other essential business.

## **POLICY**

It is the policy of the Douglas County Sheriff's Office (DCSO) to establish rules and regulations for DCSO members to ensure that members conduct themselves in a manner that reflects high ethical standards and the values of the agency. (26.1.1 & 12.2.1g)

## **DEFINITIONS**

**Accountability:** In the context of this policy, accountability means the duty of all members to truthfully acknowledge and explain their actions and decisions when requested to do so by an authorized member of this agency without deception or subterfuge. Members are expected and directed to hold themselves accountable for their actions and/or inactions, decisions and/or irresolution in the performance of their duties.

**Commander:** For the purposes of this policy, a Commander refers to Bureau Captains within the Operations Corps, and the Administration Chief Deputy within the Administration Corps.

**Deputy:** In the context of this policy, Deputy includes all sworn members of the classified service as defined by the Sheriff's Merit Commission.

**Gender:** The state of being male or female in relation to the social and cultural roles that are considered appropriate for men and women.

**Gender Expression:** External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine. Others perceive a person's gender through these attributes.

**Gender Identity:** One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

**Laws:** For the purpose of this policy, laws include criminal law, civil law, and statutes pertaining to the function of government subdivisions.

**Member:** Includes all DCSO members, both sworn and non-sworn employees, volunteers, and interns.

**Public Safety Associate:** Public safety associates may include, but are not limited to, members of task forces with which the DCSO works, members from other agencies with shared or concurrent jurisdictions, DCSO volunteers, or representatives from support organizations within the broader criminal justice system.

## PROCEDURE

### I. General

- A. The rules and regulations set forth in this policy are not intended to serve as an exhaustive list of requirements, limitations, or prohibitions on Deputies or other member's conduct and activities established by the DCSO. Rather, they are intended to:
  - 1. Alert members to some of the more sensitive and often problematic matters involved in police conduct, public service, and ethics.
  - 2. Specify, where possible, actions and inactions that are contrary to and conflict with the duties and responsibilities of all DCSO members.
  - 3. Guide members in conducting themselves and their affairs in a manner that is consistent with professional law enforcement practices and public service, and that reflects standards of deportment and professionalism as required of law enforcement Deputies and all DCSO members.
    - a. Additional guidance on matters of conduct is provided in regard to specific policies, procedures, and directives disseminated by the DCSO and from members' immediate Supervisors and Commanders.
- B. Members will not commit any act or omit any act that constitutes a violation of the rules, regulations, written directives, or DCSO orders, whether stated in this policy or otherwise.
- C. Members found in violation of any of the rules, regulations, or policies of the DCSO may be disciplined in the manner set forth by the Sheriff, within the guidelines of applicable contract(s), the rules of the Douglas County Sheriff's Merit Commission, and the Civil Service Commission.
- D. DCSO sworn members, prior to assuming sworn status, will take and subsequently abide by an Oath of Office to enforce the law and uphold the Constitution of the United States and the Constitution of the State of Nebraska. (1.1.1)
- E. The DCSO "Code of Conduct" policy will be made readily available to agency members via PowerDMS. (26.1.1)

### II. Code of Ethics

- A. As public servants, the Sheriff and all members of the DCSO will adhere to and abide by a Code of Ethics. (1.1.2)
- B. The DCSO Code of Ethics is as follows: (1.1.2)
  - 1. As a Member and representative of a constitutionally elected Sheriff, I recognize and accept that I am given a special trust and confidence by the citizens and members whom I have been elected to serve, represent and manage. This trust and confidence is my bond to ensure that I will behave and act according to the highest personal and professional standards. In furtherance of this pledge, I will abide by the following Code of Ethics:
    - a. My members and I, in the performance of our duties, will enforce and administer the law according to the standards of the U.S. Constitution and applicable State Constitutions and statutes so that equal protection of the law is guaranteed to everyone. To that end I will not permit personal opinions, party affiliations, or

consideration of the status of others to alter or lessen this standard of treatment of others.

- b. I will establish, promulgate and enforce a set of standards of behavior of my members that will govern the overall management and operation of the law enforcement functions and court related activities.
- c. I will not tolerate nor condone brutal or inhumane treatment of others by my members nor will I permit or condone inhumane or brutal treatment of inmates in my care and custody.
- d. I strictly adhere to standards of fairness and integrity in the conduct of campaigns for election and I will conform to all applicable statutory standards of election financing and reporting so that the Office of the Sheriff is not harmed by the actions of myself or others.
- e. I will routinely conduct or have conducted an internal and external audit of the public funds entrusted to my care and publish this information so that citizens can be informed about my stewardship of these funds.
- f. I will follow the accepted principles of efficient and effective administration and management as the principle criteria for my judgments and decisions in the allocation of resources and services in law enforcement and court related functions of my Office.
- g. I will hire and promote only those members or others who are the very best candidates for a position according to accepted standards of objectivity and merit. I will not permit other factors to influence hiring or promotion practices.
- h. I will ensure that all members are granted and receive relevant training and supervision in the performance of their duties so that competent and excellent service is provided by the Office of the Sheriff.
- i. I will ensure that during my tenure as Sheriff, I will not use the Office of Sheriff for private gain.
- j. I accept and will adhere to this code of ethics. In doing so, I also accept responsibility for encouraging others in my profession to abide by the Code. 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.
- k. I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. 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 both in my personal and official life, I will be exemplary in obeying the law 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.
- l. 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 with 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.

- m. 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 police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other law enforcement officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.
- n. 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.
- o. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession, law enforcement.

C. Ethics training will be conducted for all DCSO members at least biennially. (1.1.2)

### **III. Supervisory Responsibility**

- A. The Sheriff has the ultimate authority to impose discipline including demotion and termination of employment, in accordance with all applicable bargaining agreements, the Douglas County Sheriff's Merit Commission, and the Civil Service Commission (see the DCSO "Disciplinary System" policy).
- B. Supervisors are responsible for: (11.3.2)
  - 1. Observing member conduct, performance, and appearance.
  - 2. Ensuring that high standards of conduct are maintained.
  - 3. Acting in a respectful manner toward subordinate members of the DCSO.
  - 4. Detecting and investigating potential violations of DCSO directives and policies and procedures. (26.1.5)
  - 5. Administering discipline in accordance with the DCSO "Disciplinary System" policy.
    - a. Supervisors will take immediate and suitable action when violations occur. Failure to initiate disciplinary or corrective action when warranted will be considered misconduct.
- C. All disciplinary actions taken under this policy are subject to, and will be consistent with, applicable law, administrative rulings, Sheriff's Merit Commission Rules, Civil Service Commission Personnel Policy, and collective bargaining agreements.

### **IV. Member Responsibilities**

- A. All members are required to immediately notify their Commanding Officer or Supervisor of violations of orders, policies or procedures, disobedience of orders by other members, or mismanagement related to the effective and efficient operations of the DCSO.
  - 1. Members inhibited by the chain of command from reporting misconduct are required to submit the information directly to the Sheriff, respective Chief Deputy, or to the Internal Affairs Division, in writing.

2. The Supervisor or Commanding Officer will formally document specific violations in accordance with the DCSO "Disciplinary System" policy.
- B. Members are prohibited from harassing, taking punitive action, or discriminating against any member who reports a violation under this policy.

**V. Code of Conduct - Rules and Regulations (12.2.1g and 26.1.1)**

**A. Code of Conduct**

1. Abuse of Authority
  - a. Deputies, or any other member, will not use their official authority, position, official identification cards or badges for:
    - (1) Personal or financial gain (authorized extra duty employment is not prohibited here).
    - (2) Obtaining privileges not otherwise available to them except in the performance of duty.
    - (3) Avoiding the consequences of illegal acts.
2. Abuse of Identity
  - a. Members will not authorize the use of their name, photographs, or official titles that identify them as DCSO members in connection with testimonials or advertisements of any commodity or commercial enterprise without specific approval from the Sheriff.
3. Abuse of Process
  - a. Deputies will not intentionally make false accusations of a criminal or traffic charge.
4. Accountability
  - a. Members are directly accountable for their actions through the chain of command, to the Sheriff.
  - b. Members will cooperate fully in any internal administrative investigation conducted by this or other authorized agency and will provide complete and accurate information in regard to any issue under investigation (see the DCSO "Administrative Investigation of Complaints" policy).
  - c. Members will be accurate, complete, and truthful in all matters.
  - d. Members will accept responsibility for their actions without attempting to conceal, divert, or mitigate their true culpability, nor will they engage in efforts to thwart, influence, or interfere with an internal or criminal investigation, or criminal prosecution.
  - e. Members who are arrested, cited, or come under investigation for any criminal offense, or are served with a protection order in this or another jurisdiction will report this fact to a superior as soon as possible.

5. Address and Telephone
  - a. Members will have a telephone (landline or cellular) and will immediately report any change of telephone number or address, in writing to their superior officer and such other persons as may be appropriate according to established agency guidelines.
6. Biased Policing (1.2.9)
  - a. DCSO members will adhere to all procedures in the DCSO "Biased in Public Safety" policy.
7. Business Cards
  - a. Members will use Sheriff's Office business cards for official use only.
  - b. Approved text and graphics are limited to:
    - (1) Agency/Bureau/Division name.
    - (2) Agency address and telephone number.
    - (3) Member's rank, title, and name.
    - (4) Agency logo/badge.
    - (5) Phone number(s) and e-mail address (optional).
8. Civil Actions
  - a. Members will not institute any civil action arising out of their official duties without first notifying the Sheriff in writing.
  - b. Members will not accept anything as payment for personal injury incurred in the line of duty, without notifying the Sheriff in writing.
  - c. Whenever Douglas County, the DCSO, or one of its members is involved in, or likely to be involved in civil litigation, members will not discuss the action with anyone without the express permission of the Sheriff.
9. Communication
  - a. Members will adhere to all procedures in the "Inter-Departmental Communications," "Call Response," "Computers and Mobile Data Computer Use," and "Report Writing" policies when communicating both with DCSO members and outside entities and persons.
10. Conduct in Breach of the Law
  - a. Members will obey all laws of the United States and of any state or local jurisdiction in which the member is present. A conviction for violation of any law will be prima facie evidence of a violation of this policy.
11. Conduct Toward Fellow Members

- a. Members will conduct themselves in a manner that will foster cooperation among members of this agency, showing respect, courtesy, and professionalism in their dealings with one another.
- b. Members will not use language or engage in acts that demean, harass, discriminate against, or intimidate another person.
- c. Members will refer to the DCSO "Workplace Harassment" policy for additional information on this subject.

12. Conduct Toward the Public

- a. Members will conduct themselves toward the public in a civil, courteous, and professional manner that suggests a service orientation and that will foster public respect and cooperation.
- b. Members will be tactful, control their temper, exercise patience, and will not engage in argumentative discussion, even in the face of extreme provocation, in the performance of their duties.
- c. Members will not use coarse, violent, profane or insolent language or gestures and will not express any prejudice concerning race, religion, politics, national origin, lifestyle, or similar personal characteristics in the performance of their duties.
- d. Recording - Citizens and News Media Representatives
  - (1) Any citizen or news media representative has the right to photograph or videotape DCSO members performing their official duties anywhere that the general public is allowed as long as the recording does not pose a security threat.
  - (2) Any citizen or news media representative has the right to photograph or videotape public spaces as long as the recording does not pose a security threat.
  - (3) DCSO members will not interfere with members of the media or public recording in public spaces or recording DCSO members performing their official duties unless the situation becomes a security threat.
    - (a) If the recording becomes a security threat, the person recording will be notified that they are free to leave and continue recording in a location/manner that does not pose a security threat.
    - (b) Persons recording DCSO members or in a public space will not be detained absent reasonable suspicion or probable cause.
  - (4) When interacting with members of the public or media who are recording DCSO members or public spaces, members will:
    - (a) Remain professional.
      - i. DCSO members should be aware that some persons may be attempting to record an inappropriate law enforcement response or to be unlawfully detained.

- (b) Utilize available recording devices during such interactions (e.g., body worn cameras, in-car video systems, etc.).

13. Conduct Unbecoming

- a. Members will conduct themselves at all times, both on and off duty, in such a manner as to reflect most favorably on the DCSO.
- b. The DCSO recognizes that it cannot reasonably itemize all forms of conduct that may be considered damaging to members of the DCSO.
- c. Conduct unbecoming incorporates those acts that may not be specifically identified by policy but that could reasonably be regarded as so improper or inappropriate by their nature and in their context that they are harmful to the agency's and members' reputations.
- d. Conduct unbecoming will include that which brings the DCSO into disrepute, or that which impairs the operation or efficiency of the DCSO or individual Member, or reflects discredit upon the Member as a member of the DCSO or as an individual.

14. Conflict of Interest/Limitations to Authority

- a. Unless exigent circumstances exist, no member, whether on or off-duty, will initiate, investigate, or take official action in personal incidents, nor in incidents involving neighbors, friends, relatives, or anyone with whom the member has, or has had in the past, a personal relationship where the situation would create a conflict of interest or the appearance of a conflict of interest.
- b. Should a member be confronted with such a situation; every reasonable effort must be made by the member to request the assistance of another member to handle the incident.
- c. Potential conflicts of interest must be communicated to the member's Supervisor.
  - (1) The Supervisor will review the incident and determine the best course of action.

15. Conflicting or Illegal Orders

- a. Members who are given an otherwise proper order which is in conflict with a previous order, rule, regulation, or directive will respectfully inform the Supervisor/superior officer issuing the order of the conflict. If the Supervisor/superior officer issuing the order does not alter or retract the conflicting order, the order will stand. (12.1.3)
- b. Under these circumstances the responsibility for consequences attending the conflict will be upon the Supervisor/superior officer.
- c. Members will obey the conflicting order and will not be held responsible for disobedience of the order, rule, regulation, or directive previously issued.
- d. Members will not obey any order which they know or should know would require them to commit an illegal act.



- e. If the member is in doubt as to the legality of any order, the member will request the issuing Supervisor/superior officer to clarify the order or request the opportunity to confer with higher authority.

16. Debts & Delinquent Payments

- a. Members are expected to responsibly maintain their personal financial matters in such a way as to not bring the member and/or the DCSO into disrepute. Members will not undertake any financial obligation which they know or should know they will be unable to meet and will pay all just debts when due.
- b. An isolated incident of non-criminal financial irresponsibility will not be grounds for discipline except in unusually severe cases.
- c. Repeated incidents of financial difficulty may be cause for disciplinary action.
- d. Filing for a voluntary bankruptcy petition may not by itself be cause for discipline.
- e. Financial difficulties stemming from unforeseen medical expenses or personal disaster will not be cause for discipline, provided that a good-faith effort to settle all accounts is being undertaken.
- f. Members will not co-sign a note for any superior officer or manager.

17. Discretion (1.2.7)

- a. Members will properly use discretion in the performance of their duties. Use of discretion must be within the limits of legal, ethical, and moral behavior.
- b. Discretion is the ability to govern and discipline one's activities by the use of reason and prudence and includes concepts, including:
  - (1) Skill and judgment in the use of resources.
  - (2) The power of free decision.
  - (3) The latitude of choice, wisdom, experience, and training.
  - (4) The direction provided by law, and agency policy, procedures, and regulations.
- c. DCSO members are encouraged to exercise discretion when dealing with their many duties.
  - (1) Use of discretion must be soundly based upon and be limited by the law, agency policies and procedures, and member experience and training.
  - (2) Members must correctly interpret the law and policies and realize that the use of discretion is not permitted when certain activities are mandated by statute, agency policy, or supervisory direction.
  - (3) Agency members will seek direction from their Supervisor when the appropriate course of action is in doubt.

18. Duty to Intervene and Report (1.2.10)

- a. Members are required to intervene within their scope of authority and training and notify appropriate supervisory authority as follows if they observe another agency member or public safety associate engage in any unreasonable use of force or if they become aware of any violation of state law, federal law, county ordinance, or violation of departmental policy:

(1) Sworn Intervention and Notification

- (a) Deputies, regardless of seniority or rank, have an affirmative duty to attempt to intervene to prevent the use of excessive force and may be liable to do so when (see the DCSO "Use of Force" policy):
- i. The Deputy had reason to know that excessive force would be or was being used.
- AND-
- ii. The Deputy had both the opportunity and the means to prevent the harm from occurring.
- (b) Deputies, regardless of seniority or rank, will immediately attempt to intervene in accordance with DCSO policies and procedures if witnessing an active, ongoing criminal act by a DCSO member or public safety associate where the Deputy has:
- i. Reasonable suspicion that a criminal act is occurring.
- AND-
- ii. The opportunity and means to intervene.

**NOTE:** Intervention should occur in private out of the view of victims, suspects, and the public whenever possible.

(2) Non-Sworn Intervention and Notification

- (a) Since most non-sworn employees would be unarmed and non-sworn employees are not trained in law enforcement principles and techniques, if a non-sworn employee observes what they believe to be the use of excessive force or an active, ongoing criminal act by a DCSO member or public safety associate, the employee should immediately report such actions to a sworn member for intervention as appropriate.
- (b) If a non-sworn member believes that a person is in danger of death or serious bodily injury they will immediately call 911 to report the incident.
- (c) Non-sworn members should avoid physically intervening to stop what they believe to be the use of excessive force or a criminal act due to the potential danger/criminal liability to the non-sworn employee.

- (3) All members are required to immediately report any evidence of a DCSO member's or a public safety associate's criminal wrongdoing, or any

violation of state law, federal law, or county ordinance through the chain of command.

- (a) If the wrongdoing creates a substantial or further risk to the safety of the public, to the Member, or other Members it should be immediately communicated to a Command Officer.
  - (b) All reports of members' actual or suspected criminal wrongdoing will be investigated.
  - (c) In the event either the immediate Supervisor, Command Officer within the chain of command, or a Chief Deputy is suspected of criminal wrongdoing or of covering up another member's wrongdoing, members are required to report such information directly to the next higher Command Officer in the chain of command or to the Sheriff. Thereafter, should no action be taken on the information provided, the member should report the wrongdoing to an appropriate prosecuting agency such as the Attorney General's Office.
- (4) All non-supervisory members are required to immediately report any serious violations of DCSO policies and procedures by DCSO members.
- (a) For purposes of this policy, serious violations include those that can potentially result in a member's suspension, demotion, and/or termination for a first offense (see the DCSO "Disciplinary System" policy).
  - (b) Violations of DCSO policies and procedures will be investigated in accordance with the DCSO "Administrative Investigation of Complaints" policy.
- (5) All non-supervisory members who witness minor policy violations will report such violations if they witness the same member commit the same minor violation more than two times in a three-month period.
- (a) For purposes of this policy, minor violations include those that cannot potentially result in a member's demotion, suspension, and/or termination for a first offense.
- (6) Supervisory members will address all DCSO policy violations in accordance with the DCSO "Disciplinary System" policy.

19. Endorsements or Referrals

- a. Members will not recommend or suggest in any manner, except in the transaction of personal business, the employment or procurement of a particular product, professional service or commercial service (such as an attorney, ambulance service, tow service, bondsman, mortician, etc.). In the case of ambulance or tow service, when such service is necessary and the person needing the service is unable or unwilling to procure it or request assistance, members will proceed in accordance with established agency policies.

20. Ethics

- a. Members will not knowingly violate the DCSO Code of Ethics.

- b. Deputies will not knowingly violate their sworn Oath of Office.
  - c. Members will not conspire, or knowingly engage, in any activity, which deprives any person of their civil rights, due process, equal opportunity for employment, advancement, job opportunities, or any constitutionally or statutory guaranteed right.
21. Gambling
- a. Members will not engage or participate in any form of illegal gambling at any time except in the performance of their duty and while acting under proper and specific orders of their supervisor.
22. Gifts, Gratuities, Bribes, or Rewards
- a. Members will not solicit or accept from any person, business, or organization any gift (including money, tangible or intangible personal property, food, beverage, loan, promise, service, or entertainment) for the benefit of the member or the agency when that person, business, or organization seeks to influence action of an official nature, or seeks to affect the performance or non-performance of an official duty.
  - b. Any financial gain as a result of a member's position, other than regular salary and fringe benefits as provided by the DCSO, will be considered a violation of this section.
23. Identification
- a. All members are provided official DCSO identification with the member's photograph. Deputies will carry their badge and identification cards on their person at all times except when impractical or threatening to their safety or to an investigation. (22.1.8b)
  - b. Members will furnish their issued identification to any person requesting that information when they are on-duty or when holding themselves out as having an official capacity except when the withholding of such information is necessary for the performance of police duties or is authorized by proper authority. (22.1.8a)
  - c. Uniform nametags and embroidered names will conform to established DCSO policy.
  - d. When requested, on-duty members will verbally identify themselves when speaking over the phone, except when impractical or threatening to their safety or to an investigation. (22.1.8c)
  - e. Members will not lend to another person their badge and/or official identification cards or permit them to be photographed or reproduced without the approval of the Sheriff.
24. Immoral Conduct
- a. Members will maintain a level of moral conduct in their personal and business affairs, which is in keeping with the highest standards of the law enforcement profession.

- b. Members will not participate in any incident involving moral turpitude, which impairs their ability to perform as law enforcement members or causes the DCSO to be brought into disrepute.

25. Impartiality Requirement

- a. Members will not recommend or suggest in any manner, except in the transaction of personal business or if under contract with the agency, the employment or procurement of a particular product, a professional service, or a commercial service including but not limited to the services of an attorney, bondsman, funeral director, ambulance service, or towing service.
- b. Members are prohibited while on duty or in uniform from making political endorsements or expressions of favoritism toward a particular political issue or candidate.
- c. Members are prohibited from using their official capacity to influence or interfere with the results of any political election except for a legitimate labor association election. The Sheriff must authorize any exception to the above.

26. Integrity of Information

- a. Members will treat the official DCSO business as confidential.
- b. No member of the agency will disseminate confidential law enforcement related information or confidential information obtained as part of the member's duties to any unauthorized person for any purpose.
- c. Information regarding official business will be disseminated only to those for whom it is intended in accordance with established DCSO procedures.
- d. Members may remove a copy of official records or reports from the sheriff's installation only in accordance with established DCSO procedures.
- e. Members will not divulge the identity of persons giving confidential information except as authorized by proper authority.
- f. Members will submit all necessary reports on time and in accordance with established DCSO procedures.
- g. Members participating in any manner in an internal investigation will not willfully disclose/discuss any information obtained from the investigation to any individual other than those with a need to know. Questions regarding need to know will be directed to the Sheriff or the Sheriff's designee.

27. Information Ownership/Ownership of Work Product

- a. The DCSO and its members utilize a variety of devices and/or applications to create and collect various work related documents and electronic records to include photographs, video/audio recordings, statements, reports and written directives. These devices include, but are not limited to, computers, external hard drives, thumb/flash drives, CD's, cell phones, cameras and other media storage devices.

- b. All workplace product generated or created by members during working hours or through the use of County facilities or equipment, or otherwise in connection with their employment with the DCSO are the sole property of the DCSO.
- c. Members are generally authorized to use personally owned equipment to accomplish these tasks at their leisure or when convenient, however, such creations of workplace product must be understood to be the property of the DCSO.
  - (1) As such, these creations, regardless of how or by who created, are subject to the same restrictions regarding their distribution or release as all other official documents or evidence in the custody of the DCSO.
  - (2) Members must understand that personally owned equipment used to create, collect, or store workplace product may be considered evidence and the equipment or its contents may be inspected, seized, or held as evidence by appropriate lawful order. Additionally, a member may:
    - (a) Give consent to an initial inspection of a personally owned device.
    - (b) Limit the scope of any such consensual inspection of his/her personally owned device.
  - (3) Members who are concerned about the DCSO regulating the creation of workplace product on personally owned electronic storage devices are cautioned against using personal devices to create, capture or store work related media/information.
- d. This policy does not regulate personal devices and the storage of images, writings, and recordings (to include telephone calls and text messages between co-workers, family, friends and other private contacts) that are unrelated to the member's employment with the DCSO.
- e. No member may use agency owned material, photographs, images, recordings, writings, etc., on social networking sites or distribute such through other electronic means or other communications without the express prior permission of the Sheriff, except as required through other controlling policy or law as further defined by this directive and relevant local, state or federal laws or regulations.
- f. Members are cautioned that the improper distribution of photographs or videos which depict 'individually identifiable health information' of identifiable patients (e.g., injuries/wounds of identifiable persons) without the person's consent may be viewed as a HIPPA violation and/or state/federal laws. As such a member and employer could be subject civil and/or criminal penalties.

## 28. Interfering with Investigations

- a. Members will not interfere with cases being handled by other members of the agency or by any other governmental agency unless:
  - (1) Ordered to intervene by a superior officer.
  - OR-
  - (2) The intervening member believes beyond a reasonable doubt that a gross injustice would result from failure to take immediate action.

- b. Members will not undertake any intervention or other official action not part of their regular duty without obtaining permission from their superior officer unless the circumstances of the situation require immediate police action.

29. Insubordination (12.1.3)

- a. Members are required to obey any lawful order issued by a superior, including any order relayed from a superior by a member of the same or lesser rank.
  - (1) This applies to the member even if they are not normally under the supervisor's direct command.
  - (2) At no time is a member to obey an order from a superior that the member knows to be unlawful.
- b. If a member receives an order that is in conflict with a previous order, the member will inform the supervisor of the previous command. The supervisor is responsible for determining if the first or second order will prevail. (12.1.3)
- c. The failure or deliberate refusal to obey a lawful order or command of a superior constitutes insubordination and is grounds for disciplinary action up to and including termination.
  - (1) Members who believe a particular order is unfair or unwise are required to obey that order to the best of their ability.
  - (2) Members are, however, encouraged to express objections to orders to their immediate Supervisor or Commander for processing as a formal grievance through the appropriate chain of command.

30. Labor Activities

- a. Members have the right to join labor organizations, but nothing will compel the DCSO to recognize or engage in collective bargaining with any such labor organization except as provided by law.
- b. Members will not engage in any strike.
  - (1) 'Strike' includes the concerted failure to report for duty, willful absence from one's position, unauthorized holidays, and sickness unsubstantiated by a physician's statement.
  - (2) The term also refers to the stoppage of work or the absence in whole or in part from the full, faithful and proper performance of the duties of employment for the purpose of inducing, influencing, or coercing a change in conditions, compensation, rights, privileges, or obligations of employment.

31. Liability

- a. Members will report any incidents where there may be a question as to the agency's liability or that may result in heightened community interest and adhere to procedures in the DCSO "Liability – Reporting/Notification" policy. (11.3.3)

32. Loyalty

- a. Members will maintain a loyalty to the DCSO as is consistent with the law, personal ethics, and duties. Members will not maintain loyalty to any individual if such loyalty compromises the member's personal ethics, professional duties, or violates the law.

33. Meal Restrictions

- a. Deputies are permitted to suspend patrol or other assigned activities, subject to immediate call at all times, for the purpose of having meals during their tour of duty, but only for such period of time as is allotted by rules and regulations, and at such time and place as established by DCSO procedures.
- b. Meals may be taken in a Deputy's personal residence if it is within his/her working district or by special permission of a Supervisor.
- c. Meals may not be taken in the private residence of any other citizen without the express permission and knowledge of a Supervisor.

34. Neglect of Duty

- a. The knowing, intentional, and/or willful neglect or failure to do or perform duties laid on the member by virtue of the member's office or which is required by law, unless prohibited by circumstances outside of the control of the member.
- b. Neglect of duty describes conduct so pervasive in nature that it could result in suspension or revocation of law enforcement certification for sworn members or suspension or termination for non-sworn members.

35. Notices

- a. Members will not mark, alter, or deface any posted notice of the agency.
- b. Notices or announcements will be posted on bulletin boards only with the permission of competent authority or by conforming to established contract guidelines.
- c. No notices of a derogatory nature will be posted at any time.

36. Off-Duty Police Action

- a. Deputies will adhere to the "Conflict of Interest/Limitations to Authority" section of this policy when off-duty. Deputies will not use their law enforcement powers off-duty to resolve personal grievances (e.g., those involving the Deputy, family members, relatives, or friends) except under circumstances that would justify the use of self-defense, actions to prevent injury to another person, or when a serious offense has been committed that would justify an arrest.
- b. In all other instances, Deputies will summon on-duty law enforcement members and a Supervisor in cases where there is personal involvement that would reasonably require law enforcement intervention.
- c. Unless operating a marked police vehicle, off-duty Deputies will not arrest or issue citations or warnings to traffic violators on sight, except when the violation is of such a dangerous nature that a Deputy would reasonably be expected to take appropriate action.



37. On Duty Speech Restrictions

- a. The need for esprit de corps, discipline, and harmony in a law enforcement organization necessitates some additional restrictions on Member speech when members are on duty.
  - (1) Members on duty or in uniform should refrain from using indecent or profane language.
  - (2) Members will be courteous to citizens, maintain command of their temper, and refrain from coarse, boisterous, or insolent language. Upon request, members are required to provide citizens their name and badge number.
  - (3) Members will treat superiors, subordinates, and associates in a respectful manner. Members are prohibited from making personal attacks that ridicule, belittle, or defame another member of the agency.
  - (4) No member will use epithets or terms that tend to denigrate a particular race, religion, sex, or ethnic group.
  - (5) Management-level members have a duty of loyalty to support and defend management policies when addressing non-management level members or subordinates.
  - (6) Members must obtain permission from the respective Chief Deputy to circulate while on duty or on agency property any petitions, questionnaires, or other material relating to member grievances, labor or conditions of employment.

38. Operating Agency Vehicles

- a. Members will operate official vehicles in a careful and prudent manner and will obey all laws and all agency orders pertaining to such operation.
- b. Loss or suspension of any driver's license will be reported to the agency immediately.

39. Physical Fitness

- a. Members will maintain a level of general health and physical fitness that will ensure they are able to perform their specific duties as required. (22.2.2)
- b. Members will adhere to the procedures in the DCSO "Physical Health, Fitness, and Wellness" policy.

40. Political Activities

- a. Members are not permitted to take part in political activity or actively participate in any campaign conducted by any candidate for public office at any time while on duty or in uniform.
- b. Members may take part in political activity during their off-duty hours as they choose.

- c. Members will not be disciplined or dismissed because of political preference or off-duty activity, as long as such political preference or off-duty activity does not impair the operation or efficiency of the DCSO, or brings the DCSO into disrepute.
- d. While off duty members are permitted to:
  - (1) Register and vote in any election in which they may lawfully participate.
  - (2) Express opinions as individuals privately or publicly on political issues and candidates.
  - (3) Attend political conventions, rallies, fund-raising functions, and similar political gatherings.
  - (4) Actively engage in any non-partisan political functions.
  - (5) Sign political petitions as individuals.
  - (6) Make financial contributions to political organizations.
  - (7) Serve as election judges or clerks, or in a similar position to perform non-partisan duties as prescribed by the state or local laws.
  - (8) Hold membership in political parties and participate in their functions to the extent consistent with the law and with this section.
  - (9) Participate fully in public affairs except as provided by law to the extent that such endeavors do not impair the unbiased and efficient performance of official duties and do not create real or apparent conflicts of interest.
- e. With respect to political activities, members are prohibited from:
  - (1) Using their official capacity to influence, interfere with or affect the results of an election.
  - (2) Assuming active roles while on duty in the management, organization, or financial activities of partisan political clubs, campaigns, or parties.
  - (3) While on duty, soliciting votes in support of or in opposition to any partisan candidate.
  - (4) Otherwise engaging in prohibited partisan activities on the federal, state, county, or municipal level.
  - (5) Signing any petition on behalf of the agency, except by express permission of the Sheriff.

#### 41. Prohibited Associations and Establishments

- a. Members will not commence social relations with the spouse, immediate family member, or romantic companion of persons in the custody of this agency.
- b. Members will not commence or maintain a relationship with any person who is under criminal investigation, indictment, arrest, or incarceration by this or another police or criminal justice agency, and/or who has an open and notorious criminal

reputation in the community (for example, persons whom they know, should know, or have reason to believe are involved in felonious activity), except as necessary to the performance of official duties, or where unavoidable because of familial relationships.

- c. Deputies will not attempt to convert, or convert, an enforcement contact (e.g. criminal suspect, informant, victim, witness, traffic violator) into a social relationship.
- d. Except in the performance of official duties, Members will not visit, enter, or frequent any establishment in which the law of that jurisdiction is regularly violated.
- e. Members will not join or participate in any organization that advocates, incites, or supports criminal acts or criminal conspiracies.
- f. Membership in any organization that advocates or has advocated the overthrow of the government of the United States or this state by force or violence is strictly prohibited.

42. Property and Evidence

- a. Property or evidence that has been discovered, gathered, or received in connection with DCSO responsibilities will be processed in accordance with established DCSO procedures (see the DCSO "Property and Evidence" policy).
- b. Members will not convert to their own use, manufacture, conceal, falsify, destroy, remove, tamper with, or withhold any property or evidence in connection with an investigation or other police action except in accordance with established agency policies.

43. Public Appearances Representing the DCSO

- a. Members must receive prior permission from the respective Commander before making any public appearance officially representing the DCSO or one that gives the impression they are representing the DCSO.
- b. Members in agency uniform, whether on or off duty, will not make any speeches or presentation to any civic club, religious gathering, private or public organization, or any other organized gathering without that prior approval from the respective Commander.
- c. The off-duty expression of personal views by members in their capacity as private citizens is not covered by this rule.

44. Public Criticism

- a. Public criticism of agency operations or members can undermine the public's confidence in law enforcement and adversely affect morale.
- b. Members are required to express any work-related criticism to their immediate Supervisor or respective Chief Deputy (either orally or in writing) prior to publicly expressing that criticism.
- c. Constructive criticism is encouraged, and members will not be disciplined for responsibly expressing criticism to their Supervisor or respective Chief Deputy.

- d. While it is not possible to list all the factors that will be evaluated when determining whether a member should be disciplined for public criticism, the presence of one or more of the following factors will be considered as grounds for disciplinary action:
  - (1) The member personally criticized another person in a way that undermined discipline or a close working relationship.
  - (2) The member failed, without justification to use the chain-of-command grievance procedure.
  - (3) The member failed, without justification to obtain permission to voice their grievance from the respective Chief Deputy prior to engaging in public criticism.
  - (4) The speech related only to a personal internal grievance of the member and did not concern a matter of significant public interest, such as serious mismanagement, a gross waste of funds, the abuse of authority, or a specific and substantial danger to public health.
  - (5) The speech was delivered in an intemperate, offensive, or unprofessional manner.
  - (6) The speech violated a specific provision of agency policy.

45. Public Statements

- a. Specific restrictions on member speech are necessary to protect the integrity of the agency and ensure that efficient and effective law enforcement services are delivered to the community.
- b. The DCSO recognizes that members enjoy a constitutional protection to engage in reasonable speech activity, including work-related criticism and complaints.
  - (1) Law enforcement members are entrusted with special responsibilities and members are expected to express their views in a responsible and productive manner.
  - (2) They must conduct themselves in a professional manner and are subject to discipline for engaging in 'conduct unbecoming'. Members contemplating speech activity should review the rules and procedures outlined in this policy.
- c. Speech Unprotected as a Matter of Law
  - (1) Members are subject to disciplinary action for speech constituting treason, libel, slander, perjury, incitement to riot, or knowingly making false statements regarding DCSO operations or members.
  - (2) Members will not publicly criticize agency operations, policies, or members by speech, writing, or expression in any other manner when such speech is factually inaccurate or is made with a reckless disregard for its truth or falsity.
- d. Off-Duty Speech Unrelated to Employment

- (1) When members are off duty and out of uniform, they enjoy the same speech rights as other citizens, except for restrictions on partisan political speech imposed by law or for specific restrictions imposed by this policy.

e. Chain-of-Command Grievance Procedures

- (1) The DCSO chain-of-command will be used to provide for the orderly and effective resolution of member problems and concerns (see the DCSO "Grievance Procedures" policy).
- (2) Members are strongly encouraged to express their work-related criticism and complaints to their immediate supervisor to be forwarded through the chain of command.
- (3) Personal internal grievance (not to be confused with a disciplinary or contractual grievance as specified in the Civil Service and Merit Commission Rules) will be submitted on Blue Team General IA Entry to the member's immediate Supervisor, or the next higher supervisor should the immediate supervisor be directly involved in the grievance.
  - (a) Such personal grievances will be processed through the chain of command, and members will receive a written response from the respective Chief Deputy within 21 working days.

f. Protecting Confidential Information and Pre-Publication Review Obligation

- (1) All members are not to disclose or divulge any 'confidential' information obtained by virtue of their employment to persons not specifically authorized to receive such information.
  - (a) Confidential information includes investigative, informant, internal affairs, personnel files, and any other information relating to agency operations or members that a reasonable person would consider 'confidential'.
  - (b) Uncertainty over whether particular information is 'confidential' should be resolved by consultation with the Commander or Sheriff.
- (2) Members are required to submit to the respective Chief Deputy for review any writing intended for publication relating to law enforcement. This pre-publication review in no way serves to censor a member's writing; rather, it is designed to prevent the improper disclosure of confidential information and to alert members to the possible consequences of their intended publication.

- g. Any questions concerning the meaning or implementation of the DCSO member speech policies should be directed to the respective Chief Deputy.

46. Questions Regarding Assignment

- a. Members in doubt as to the nature or detail of an assignment will seek such information from their immediate Supervisor.

47. Radio/Mobile Data Terminal Use

- a. Members will adhere to procedures in the DCSO “Computer and Mobile Data Access Use” and “Call Response” policies when utilizing DCSO radios and mobile data terminals.
48. Recording – Use of Agency Approved Recording Devices
- a. DCSO members will adhere to the DCSO “Body Worn Cameras” and “In-Car Video System” policies when utilizing BWCs and In-Car Videos for recording.
  - b. DCSO members will adhere to the DCSO “Interviews/Interrogations” policy when recording interviews and interrogations.
  - c. DCSO members will adhere to the DCSO “Administrative Investigation of Complaints” policy when recording interviews conducted as part of an administrative investigation.
49. Recording of Fellow Employees and Supervisors
- a. DCSO members will not record, live stream, or make available to a third party, telephone conversations with other DCSO employees without the knowledge of all parties involved in the conversation.
  - b. DCSO members will not record, live stream, or make available to a third party, meetings or conversations (formal or casual) in the workplace with supervisors, subordinates, or co-workers, without supervisory approval and the knowledge of all in attendance.
50. Relief
- a. All members are to remain on their assignment and on duty until properly relieved by another member or until dismissed by competent authority.
51. Reporting
- a. All reports submitted by Members will be truthful, accurate, and thorough. No member will knowingly enter or cause to be entered any false, inaccurate, or incomplete information (see the DCSO “Report Writing” policy).
  - b. Members should be aware that the documentation each prepares is an important source of information. For example, during a criminal prosecution, prosecutors rely upon Members’ documentation when reaching charging decisions, Defense representatives may rely upon documentation that Members prepare, and Members may need to review documentation in order to refresh their recollection of activities and observations before testifying.
  - c. Truthful, complete and accurate documentation is critical to the integrity of the criminal justice process, and the United States Supreme Court has determined that the United States Constitution protects individuals’ access to certain types of information.
    - i. In *Brady v. Maryland*, the United States Supreme Court determined that a criminal defendant has a right to have information that may exonerate her or him of the crime she or he is accused of committing. This is known as “exculpatory” information.

- ii. Since deciding *Brady v. Maryland*, the United States Supreme Court has also determined that a criminal defendant has a right to information which may impact the credibility of witnesses involved in her or his criminal prosecution.
- d. In short, Members are required to be complete, accurate and thorough in the performance of their duties to include documenting their findings during a criminal investigation.
- e. Members will not submit false illness or injury reports concerning their own persons, or otherwise deceive, or attempt to deceive, any Member as to the condition of their health.
- f. Any false report, inaccurate information, or intentional omission will be a violation of this section.

52. Reporting for Duty

- a. Members will report for duty at the time and place required by assignment or orders and will be physically and mentally fit to perform their duties.
  - i. Judicial subpoenas will constitute an order to report for duty under this section.
  - ii. Assigned training will constitute an order to report for duty.
- b. They will be properly equipped and cognizant of information required for the proper performance of duty so that they may immediately assume their duties.

53. Residency

- a. Although members are not restricted to reside within the confines/boundaries of Douglas County; distance from work will not be considered as an excuse for being late for roll call or not reporting for duty due to adverse weather conditions.

54. Responding to Calls

- a. Members on duty will respond without delay to all calls for law enforcement assistance from citizens or other personnel.
- b. Calls will be answered as soon as possible, consistent with DCSO policies and procedures. Dispatch will be informed at all times when leaving the air.
- c. Members will adhere to all procedures in the DCSO "Call Response" policy.

55. Search and Seizure

- a. Members will not make any search or seizure which they know or should know, are not in accordance with law or agency policies (see the DCSO "Search and Seizure" policy).
- b. Deputies will stay abreast of current, ever-changing, case law/court decisions regarding search and seizure.

56. Serious Misconduct

- a. For the purposes of this section, serious misconduct refers specifically to NSS §81-1401.
- b. Per NSS §81-1401, serious misconduct means improper or illegal actions taken by a law enforcement officer that have a rational connection with the person's fitness or capacity to serve as a law enforcement officer and includes, but is not limited to:
  - (1) Conviction of a felony or misdemeanor crime of domestic violence.
  - (2) Fabrication of evidence.
  - (3) Repeated substantiated allegations of the use of excessive force.
  - (4) Acceptance of a bribe.
  - (5) Commission of fraud or perjury.
  - OR-
  - (6) Sexual assault.

57. Social Media

- a. Members will adhere to the DCSO "Social Media" policy for procedures regarding Social Media.

58. Testifying for the Defendant

- a. Any member subpoenaed to testify for the defense in any trial or hearing, or against the County of Douglas or the DCSO in any hearing or trial, will notify his or her commanding officer upon receipt of the subpoena. He/she will also notify the applicable prosecutorial authority (e.g. Omaha City Attorney, Douglas County Attorney).

59. Transportation and Treatment of Prisoners

- a. Deputies will take all precautions necessary to secure and safely transport prisoners, to prevent escape and to insure prompt medical attention if circumstances require it (see the DCSO "Prisoner Transport – General Procedures" and "Prisoner Transport – ITI Transport Orders" policies).
- b. Deputies will not leave a prisoner unattended.
- c. Use of force against prisoners will be in accordance with law and DCSO policies.

60. Truthfulness

- a. Whenever questioned by a Supervisor or Command Officer about the performance of official duties or fitness for duty, DCSO members will answer all questions fully and truthfully.
- b. Members will not commit perjury as defined by NSS §28-915.

61. Uniform and Appearance



- a. Members, while on duty, will report neat and clean in appearance. Uniforms, clothing, and appearance will conform to established DCSO standards (see the DCSO "Uniforms and Appearance" policy).
- b. A member will not shop while in uniform without the express permission of his or her Supervisor.

62. Unlawful Arrest

- a. Deputies will not make any arrest, which they know or should know, are not in accordance with law or agency policies (see the DCSO "Arrests" policy).

63. Unsatisfactory Performance

- a. Members will maintain sufficient competency to properly perform their duties and assume the responsibility of their position.
- b. Members will perform their duties in a manner that will maintain the highest standards of efficiency in carrying out the functions and objectives of the DCSO.
- c. Unsatisfactory performance may be demonstrated by, but is not limited to:
  - i. A lack of knowledge or the application of laws required to be enforced.
  - ii. Unwillingness or inability to perform assigned tasks.
  - iii. The failure to conform to work standards established by the member's rank, grade, or position.
  - iv. The failure to take appropriate action on the occasion of a crime, disorder, or other condition deserving law enforcement attention.
  - v. Absence without leave.
- d. In addition to other indicators of unsatisfactory performance, the following will be considered prima facie evidence of unsatisfactory performance:
  - i. Repeated poor evaluations.
  - ii. A written record of repeated infractions of rules, regulations, directives, or orders of the agency.

64. Use and/or Possession of Drugs

- a. Members will not possess or use any controlled substance, narcotics or hallucinogens except when prescribed in treatment by a physician or dentist.
- b. Members will not use/ingest illegal or illegally obtained narcotics/drugs in any manner. Members found using/ingesting illegal drugs will be dismissed from services with the DCSO.
- c. No Member will report to work or be on duty when his or her judgment or physical condition has been impaired by medication or other controlled substances.
- d. Lawful and prescribed medications may be taken, but it is the member's responsibility to:

- i. Ensure that the medication does not prevent or impair the proper performance of assigned duties.

-AND-

- ii. Notify their supervisor of the use of medications that may impair their ability to perform prior to reporting for duty.

- e. If medications being taken impair the performance of assigned duties, sick leave must be utilized, except in situations where light duty is approved, or as provided in labor agreements.
- f. If a member becomes addicted to legally prescribed drugs, assistance may be offered as is outlined in Civil Service and/or Merit Commission Rules, and/or current labor agreements.
  - i. Treatment may be provided via the County's health insurance program.
- g. Drug screening tests will conform to the bargaining agreement drug testing policy.
- h. Those drugs legalized in individual states but not federally legalized, for example, marijuana, may not be utilized or possessed by any member of the DCSO.
  - i. The use of such drugs will result in termination, even if the drug is legal in the jurisdiction in which the member used/possessed the drug.
- i. Members who use illegal drugs will be afforded the opportunity of treatment but will be terminated from service with the DCSO.

65. Use of Alcohol On Duty or in Uniform

- a. Members will not consume intoxicating beverages while in full or partial uniform.
- b. Members will not consume intoxicating beverages while on duty except in the performance of duty and while acting under proper and specific orders from a superior officer.
- c. Members will not appear for duty while under the influence of intoxicants to any degree whatsoever or with the odor of intoxicants on their breath.
- d. Alcohol screening tests will conform to the bargaining agreement drug testing policy.

66. Use of Alcohol Off Duty

- a. Members, while off duty, will refrain from consuming intoxicating beverages to the extent that it results in impairment, intoxication, or obnoxious or offensive behavior which discredits them or the agency or renders the Member unfit to report for his next regular tour of duty.

67. Use of/Carrying Weapons

- a. Members will carry weapons in accordance with law and established DCSO procedures.

- b. Members will carry only regulation weapons, as defined in the Approved Weapons List, while on duty.
    - i. Any weapon other than the defined regulation weapon(s) will not be carried on duty without the express permission of the Sheriff.
  - c. Members will not use or handle weapons in a careless or imprudent manner. Members will use weapons in accordance with the law and DCSO procedures.
  - d. Weapons will be stored in a manner that renders them safe.
- 68. Use of Department Equipment
  - a. DCSO Members will use equipment only for its intended purpose and in accordance with established DCSO procedures and will not abuse, damage, or lose DCSO equipment (see the DCSO "Uniforms and Appearance" policy).
  - b. All DCSO equipment issued to members will be maintained in proper order.
  - c. Lost or damaged DCSO equipment will be immediately reported to a superior officer through established reporting guidelines.
- 69. Use of Force
  - a. DCSO members will adhere to all DCSO procedures in the DCSO "Use of Force," "Use of Force – Deputy-Involved Incident Investigations," "Use of Force – Reporting," and "Firearms" policies.
- 70. Use of Tobacco
  - a. Members may use tobacco while in uniform in accordance with the following procedures:
    - i. The use of tobacco products, to include e-cigarettes, will be used in designated areas and when the use of the tobacco product will not be offensive to anyone in the immediate area.
    - ii. Tobacco refuse must be deposited in appropriate receptacles.
  - b. Members may not use tobacco, to include e-cigarettes, while:
    - i. In uniform in any public building, in any building owned, operated or maintained by the DCSO, or where use of tobacco is prohibited.
    - ii. Conducting law enforcement business, in uniform or plain clothes.
    - iii. In any vehicle owned or maintained by the DCSO.
- 71. Whistleblower Protection and Procedures
  - a. Members are subject to termination for any activity that interferes with or hinders the successful prosecution of a member's criminal misconduct.

- b. Members are not subject to retaliatory disciplinary action for reporting in accordance with DCSO policies and procedures (see Section 18 above). However, members are subject to discipline for making frivolous reports.

72. Workplace Harassment

- a. DCSO members will adhere to all procedures in the DCSO “Workplace Harassment” policy.

**REFERENCES:**

**I. Laws**

- A. Nebraska State Statutes: §28-915 and §81-1401

**II. Previous DCSO Orders**

- A. Previous DCSO General Orders include: #40-2023, #2-2023, #51-2022, #40-2022, #33-2021, #117-2020, #39-2019, #102-2018, #30-2018, #21-2017, #5-2016, #28-2015, #18-2015, #26-2014, #9-2014, #12-2013, #20-2012, #27-2011, and #18-2008.

**III. CALEA Accreditation Standards**

- A. Relevant CALEA standards include: 1.1.1, 1.1.2, 1.2.7, 1.2.9, 1.2.10, 11.3.2, 11.3.3, 12.1.3, 12.2.1, 22.1.8, 22.2.2, 26.1.1, and 26.1.5.