

OVERLAND PARK POLICE DEPARTMENT STANDARD OF CONDUCT



NUMBER: 0290
TOPIC: INSUBORDINATION
DATE: 04/28/2025
SUPERCEDES: 10/12/2017

/s/ Doreen Jokerst
Chief of Police

/s/ Eric Blevins
Public Safety Attorney

CALEA REFERENCE: NONE

PURPOSE

Establish a standard of conduct regarding insubordination, insubordinate behavior, and its ramifications.

RATIONALE

To maintain discipline, an effective Chain of Command, and function efficiently as an organization, Members must comply with all Department written directives, general orders, City policies, and procedures. Failure to do so will constitute insubordination.

Insubordination and insubordinate behavior are recognized by labor practices to be among the most serious organizational offenses. If insubordination is allowed to go unchecked, management loses its ability to direct the workforce effectively.

STANDARDS OF CONDUCT

- Members will not treat with contempt or be disrespectful in language or conduct towards a supervisor.
- Members will not refuse a direct order by a supervisor to perform or not perform certain tasks as long as they are lawful.
- Members will cooperate fully in a complaint or administrative investigation.
- Members will not leave an assignment or assigned duty area without permission from the supervisor in charge.
- Members will not refuse to report to a place of duty at the designated time and location.
- Members will not refuse to sign a required document (e.g., oath of office, mission statement, performance evaluation, disciplinary report).

- Members will not refuse to submit to a lawful examination of body fluids or a chemical test when lawfully directed to do so and in compliance with Department and City policies and procedures.
- Instructions and/or orders issued over the signature of the Chief of Police, or from him/her via email, will have the force and effect of Departmental written directives.
- Members who are given an otherwise proper order that conflicts with a previous order, rule, regulation, or directive will respectfully inform the supervisor issuing the order of the conflict. If the supervisor does not change the conflicting order, the order will stand. Under these circumstances, the responsibility for the conflict will be upon the supervisor.
- Members will not obey any order requiring them to commit any illegal act. If in doubt about the legality of an order, Members will request the issuing supervisor to clarify the order or to confer with higher authority.
- Members will not publicly criticize or ridicule the Department or its policies, City officials, or other employees verbally or in writing, or by other expression where such expression is defamatory, obscene, unlawful, undermines the effectiveness of the Department, interferes with the maintenance of discipline, or is made with reckless disregard for truth or falsity. Any supervisor present who allows this behavior and does not take appropriate action will be considered insubordinate and in violation of this Standard of Conduct. This will not limit or abridge the First Amendment right of Members to comment on matters of public concern in a manner not prohibited by this policy.

CONSEQUENCES OF VIOLATING POLICY

Members who violate this Standard of Conduct are subject to disciplinary action up to and including termination, depending on the seriousness of the infraction.

Origin Date: 10/15/2010

Revision Date: 02/10/2014

Revision Date: 10/12/2017

Revision Date: 04/28/2025

Reviewed by: Deputy Chief Eric Houston