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Review Authority: Professional Standards Captain
and Training Sergeant

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Scope: All Public Safety and Police Personnel

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Policy Statement: It is the purpose of this policy to explain the legal and moral obligation of UCF Public Safety and Police Department members known as the Duty to Intervene. The Department is committed to protecting its members who act on their duty to intervene to prevent or minimize misconduct by another member.

505.01 Duty to Intervene: All members must recognize and act upon the duty to intervene to prevent or stop any member from conducting any act that is unethical, or that violates law or policy (e.g., excessive force, theft, fraud, inappropriate language, sexual misconduct, harassment, falsifying documents, inappropriate behavior, etc.). Intervention may be verbal and/or physical. Failure to intervene may subject a member to disciplinary action up to termination. [\(4.01\)](#), [\(2.1.4\)](#)

Preventing misconduct and mistakes strengthens trust within the Department and the community it serves. When members take steps to prevent or address potential misconduct, they uphold collective integrity, support one another, and reduce the risk of harm to careers and public confidence that may result from misconduct or a failure to intervene.

505.02 Members Responsibilities: Employees shall take an active approach to intervene and stop any unethical behavior or misconduct, when such conduct is being committed by another member. If the employee observes behavior that suggests that another member is about to conduct unethical or inappropriate behavior, the employee shall determine the appropriate form of intervention (verbal or physical) depending on the circumstances surrounding the incident. [\(2.1.4\)](#)

If verbal interventions are not sufficient to stop the act, the employee shall step between the offending member and the other individual involved if necessary. The employee shall document the incident if a physical intervention was used.

Employees shall immediately notify a supervisor after conducting any type of intervention and when safe to do so. If any individuals involved require medical aid, the employee shall ensure that medical attention is rendered.

505.03 Supervisor Responsibilities: Once learning of an incident involving a member intervening with another member, the supervisor shall separate all members involved in the incident. The supervisors shall conduct a preliminary investigation to gather any pertinent information that would coincide with the reason for the intervention (e.g., witnesses, BWC footage, videos, area canvass, etc.). Ensure all parties involved



in the incident complete the appropriate documentation detailing the circumstances that led to the intervention and what, if anything, occurred once the member intervened. Determine whether the actions leading to the intervention constitute misconduct, unethical behavior, or potential crime conduct and create a Blue Team entry. If appropriate, the supervisor shall consider recommending that the member who intervened receive recognition for their actions. [\(2.1.4\)](#)

505.04 Captain Responsibilities: Captains shall review reports of member interventions received by the supervisor. They shall ensure preliminary investigation and findings have been documented in Blue Team and recommend whether the incident should be closed, or referred to one of the following for follow-up investigation, training, and/or discipline, as appropriate [\(2.1.4\)](#):

- a. Internal Affairs
- b. EAP
- c. Training Section

505.05 Professional Standards Captain Responsibilities: The Professional Standards Captain or designee shall verify all Blue Team entries resulting from a member invoking their duty to intervene are reviewed and ensure all such cases are classified and investigated thoroughly and properly. [\(2.1.4\)](#)

505.06 Definitions:

Intervene – To come between, whether verbally or physically, so as to prevent or alter a result or course of events.

A handwritten signature in blue ink, appearing to read "Robin Griffin-Kitzerow", is positioned above a horizontal line.

Robin Griffin-Kitzerow
Chief of Police