

University of Central Florida Public Safety and Police
General Order-505
Duty to Intervene



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Policy Statement: It is the purpose of this policy to explain the legal and moral obligation of UCF 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.

All members benefit when potential misconduct is not perpetrated or when a potential mistake is not made. Preventing misconduct preserves job security and integrity of all members, ultimately protecting members from destroying their careers as a result of misconduct or, in some instances, as a result of a failure to intervene to prevent misconduct by others.

505.02 Members Responsibilities: If any individual requires aid, the employee shall ensure that medical attention has been rendered. Employees shall take a preventive approach, whenever possible, if observing behavior that suggests that another member is about to conduct unethical or inappropriate behavior. Employees shall examine the circumstances surrounding the incident to determine the appropriate form of intervention. Employees should intervene verbally or physically, depending on the circumstances.

Example: While providing backup for a vehicle stop after a minor traffic violation, you notice the primary officer raising his/her voice and becoming increasingly agitated with the driver, despite the driver's cooperative demeanor. In order to prevent an escalation, you could call the officer's attention to break his/her agitation, walk up next to the officer, and ask a follow up question of the driver, to slow down the interaction and give the primary officer a chance to collect him/herself, or ask the officer to come speak to you away from the car in order to diffuse the situation.

Employees shall take an active approach to intervene to stop any unethical behavior or misconduct, when such conduct is being committed by another member. If verbal interventions are not sufficient to stop the act, come between the offending member and the other individual involved.

Example: You observe an officer strike an individual without any reason, if appropriate, you could tell the officer to "cool it" or that you'll take over the matter and have them step aside. If necessary, step in between



the officer and the individual or hold the officer back in order to stop him/her from inflicting more unnecessary force.

Employees shall immediately notify a supervisor after conducting any type of intervention, when safe to do so. When a physical intervention was performed, the employee shall document the incident.

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 Blue Team entry. If appropriate, the supervisor shall consider making a recommendation that the member who intervened receive recognition for his/her actions.

505.04 Commander Responsibilities: Commanders shall review reports of member interventions received by the supervisor. They shall ensure preliminary investigation and findings have been documented fully and recommend that the incident be closed, or referred to one of the following for follow-up investigation, training, and/or discipline, as appropriate:

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

When appropriate, the Commander should issue a recognition of the positive actions of the member who intervened.

505.05 Professional Standards Commander Responsibilities: The Professional Standard Commander shall verify all Blue Team entries resulting from a member invoking his/her duty to intervene are reviewed and ensure all such cases are classified and investigated thoroughly and properly.

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 black ink that reads "Carl A. Metzger". The signature is written in a cursive, flowing style.

Carl A. Metzger
Chief of Police