



# POLICY AND PROCEDURE

# NO. 206

## Anti-Retaliation

Date Issued April 24, 2023	Date Effective April 24, 2023	Revision No.	No. of pages 2
-------------------------------	----------------------------------	--------------	-------------------

### 1. PURPOSE:

It is the purpose of this policy to reinforce Worcester Police departmental integrity by providing an environment that is free of hostile treatment of fellow employees or civilians who have reported infractions of departmental policy, procedure, directives, or rules & regulations. Retaliatory conduct or action against employees or civilians is strictly prohibited.

### 2. DEFINITIONS:

- A. Affirmative Duty - The personal responsibility and obligation of an employee to report wrongdoing rather than to provide such information only when requested.
- B. False Report - A report that is not made in good faith and is based on information that is known or reasonably likely to be inaccurate; intentionally or negligently ignores exculpatory or mitigating information; or is made with the purpose of harassing or wrongly incriminating another
- C. Good Faith Report - A report that provides allegations concerning an employee who is reasonably believed to have purposely committed a serious violation of departmental policy, procedures, rules, or laws.
- D. Retaliatory Conduct - Conduct or action designed to serve as retribution against an employee or individual who, in good faith, has reported or otherwise provided information regarding misconduct against another employee. In the context of this policy, retaliatory conduct includes any deliberate, purposeful actions or failures to act directed against employees or civilians that cause or that could reasonably be expected to cause physical harm, property damage, significant emotional stress, or other serious negative effect on another employee or civilian; designed to ridicule or embarrass; or could seriously impair the efficiency, safety, or effectiveness of that employee or civilian, or this department. Such conduct may take many forms, including but not limited to bullying; persistent offensive comments, threats, or intimidation; false accusations; isolation; ostracism; posting of secure or personal information on the Internet; or acts that malign or disparage an individual's reputation.

### 3. POLICY:

It is the policy of the Worcester Police Department to prohibit retaliatory conduct against or interference with an employee or civilian who reports, assists, or seeks to report breaches of

department policy, procedures, or rules or engages in activities protected by whistleblower statutes.

#### 4. PROCEDURES:

##### A. Duty to Report Misconduct

1. All employees of this department have an affirmative duty to report acts of misconduct. Failure to report shall result in corrective or disciplinary action.
2. Acts of misconduct should be reported to the complaining employee's immediate supervisor. If the supervisor is suspected of involvement in the misconduct, the report should be made to the next higher-ranking official in the chain of command.
3. In situations involving highly egregious offenses or illegality that may have serious or broader implications, a complaint may be made directly to the Chief. Examples include, but are not limited to, broad-based corruption, conspiracy among employees, or offenses involving or including high-ranking officers or members of government.
4. All officers and officials have an affirmative duty to cooperate fully during the investigation of any allegation of employee misconduct whether conducted by this department or another authorized authority.

##### B. Retaliatory Conduct

1. Retaliatory actions against employees or civilians who make good faith complaints or disclosures of misconduct against an employee are forbidden. Such acts will form the basis for charges of misconduct, resulting in serious disciplinary action. Any complaint of retaliatory conduct shall be submitted to the complaining employee's supervisor. If the supervisor is the subject of, or is involved in the complaint, an employee shall submit the complaint to the next higher-ranking employee in the chain of command. A civilian may make their complaint to the Bureau of Professional Standards or the Chief.
2. Employees who have been subjected to retaliatory conduct by fellow employees are encouraged to seek assistance through personal counseling or other services, as available from this department's employee assistance/stress program or the Human Resources Department.

Per:



Steven M. Sargent  
Chief of Police