

Germantown Police Department

Policies and Procedures

Number: 2-10
Effective Date: January 1, 2003
Subject: Employee Domestic Abuse
Previous Revisions:

I. PURPOSE

The purpose of this policy is to establish procedures and guidelines for employees of the Germantown Police Department who have been involved in any domestic abuse situation, as defined by law.

II. POLICY

It is the policy of the Germantown Police Department to fully enforce laws dealing with domestic abuse involving any employee of the Police Department and to take appropriate action to prevent domestic abuse in the families of employees.

III. PROCEDURE

If an employee is involved in an alleged domestic abuse incident:

- A. When an officer of this Department responds to a call of domestic abuse and finds that the alleged offender/victim is an employee of the Germantown Police Department; the responding officer will, as soon as reasonably possible, call his/her supervisor to the scene. This action shall also be taken when the victim/offender is an employee. Should the alleged offender/victim officer be of equal or higher rank than that of the responding supervisor, the responding supervisor will then contact the next highest ranking officer or the appropriate Division Commander.
- B. A written report of the incident and the action taken will be sent through the chain of command starting with the scene supervisor to the Chief of Police.
- C. Failure to Arrest/Privilege/Special Consideration:

In any situation where an arrest is warranted, officers shall not fail to arrest, when probable cause exists, and shall not give privilege or special consideration to other law enforcement officers or employees, when such officers or employees are alleged to have committed acts of domestic abuse.

D. Solicitation of Privilege/Special Consideration:

Officers or employees who are being investigated for any allegation of domestic abuse shall not solicit privileges or special consideration from other law enforcement officers.

- E. If information about domestic abuse in an employee's family comes to the attention of a commanding officer or supervisor, it is the commanding officer's or supervisor's responsibility to conduct a follow-up. Such a follow-up could be triggered by any source, including information received from a family member, a neighbor, a friend, or a colleague. The commanding officer or supervisor should discuss safety issues and treatment referral. Employees will be encouraged to make use of treatment options, which include the City's Employee Assistance Program.

IV. REVIEW PROCESS

An annual review of this policy shall be conducted to determine if it should be revised, cancelled or continued in its present form.

This order shall remain in effect until revoked or superseded by competent authority.