

COLUMBUS POLICE DEPARTMENT



General Order 1: Law Enforcement Role and Authority

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Definitions:

1. Direct Line of Supervision

An employee who is in a position to affect the terms and conditions of another individual's employment, including making decisions about work assignments, compensation, grievances, advancement, or performance evaluation. The term does not include the responsibilities to make decisions regarding salary ordinances, budgets, or personnel policies of the department. (IC 36-1-20.2-4)

2. Relative

Includes a spouse, parent or stepparent, child or stepchild, brother, sister, stepbrother, stepsister, half-brother, or half-sister, niece or nephew, aunt or uncle, daughter-in-law or son-in-law, or adopted child.

1.1 Law Enforcement Agency Role

1.1.1 Oath of Office

All personnel, prior to assuming sworn status, must take and subsequently abide by the following oath of office. The oath of office is as follows:

"I, (name inserted), do solemnly swear that I will support the Constitution of the United States of America and the Constitution of the State of Indiana and that I will faithfully, impartially and honestly discharge the duties of my office as a police officer of the City of Columbus, according to law and the best of my ability, so help me God."

1.1.2 Code and Cannon of Ethics

All employees of the Columbus Police Department, in order to be able to perform their duties and maintain the integrity of the department with the public, must strive to maintain a high degree of both moral and ethical conduct. To maintain a high level of moral and ethical conduct, the department will provide ethics training at a minimum biennially to both its sworn and non-sworn personnel. All employees of the Columbus Police Department must abide by the code of ethics and the cannon of ethics adopted by the department.

A. The code of ethics adopted by the Columbus Police Department, which was published by the International Association of Chiefs of Police (IACP), is as follows:

"As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession...law enforcement.”

B. The cannon of ethics adopted by the Columbus Police Department is as follows:

1. Attitude Toward Profession - The law enforcement officer shall regard the discharge of their duties as a public trust, and recognize their responsibility as a public servant. By diligent study and sincere attention to self-improvement, the officer shall strive to find the best possible solutions of crimes and in the field of human relationships, strive for effective leadership and public influence in matters affecting public safety. They shall appreciate the importance and responsibility of their office and hold police work to be an honorable profession, rendering valuable service to their community and country.

2. **Conduct in Arresting and Dealing with Law Violators** - The law enforcement officer shall use their powers of arrest strictly in accordance with the law and with due regard to the rights of the citizen concerned. Their office gives no right to persecute the violator nor to mete out punishment for the offense. They shall, at all times, have a clear appreciation of their responsibilities and limitations regarding detention of the violator. To this end, they shall cultivate a dedication to the service of the people and the equitable upholding of the laws.
3. **Conduct Toward the Public** - The law enforcement officer, mindful of their responsibility to the whole community, shall deal with individuals of the community in a manner calculated to instill respect for its laws and its police service. The officer will give service where they can and require compliance with the law. They will do neither from personal preference or prejudice, but rather as a duly appointed officer of the law, discharging their sworn obligation whether in the handling of law violators or in dealing with the law-abiding.
4. **Cooperation with Public Officials in the Discharge of Their Authorized Duties** - The law enforcement officer shall cooperate fully with other public officials in the discharge of authorized duties, regardless of party affiliation or personal prejudice. They shall be meticulous in assuring himself/herself of the propriety under the law, of such actions and shall guard against the use of their office or person in any improper or illegal actions. In any situation open to question, they shall seek authority from a superior officer, giving them full report of the proposed service or action.
5. **Duty to be Familiar with the Law and with Responsibilities of Self and Other Public Officials** - The law enforcement officer shall diligently apply himself/herself to the study of the principles of the laws, which they are sworn to uphold. Officers will make certain of their responsibilities in the particulars of their enforcement, seeking aid from their superiors in matters of technicality or principle. When these are not clear to the officer, they will make special effort to fully understand their relationship to other public officials, including other law enforcement agencies, particularly on matters of jurisdiction, both geographically and substantively.
6. **Gratuities, Gifts and Favors** - The law enforcement officer, representing government, bears the heavy responsibility of maintaining, in their own conduct, the honor and integrity of all government institutions. They shall not accept a gratuity, gift or favor from any individual, company, or corporation that conducts business or is attempting to conduct business with the department with the intent to control the performance of an act related to his/her employment or function as a police officer, or may be interpreted as capable of influencing their judgment in the discharge of their duties.

7. Nepotism – Employees who are relatives may not be employed by the department in a position that results in one relative being in the direct line of supervision of another relative. However, if one relative begins serving an appointed term as the result of an elected office, the other relative may maintain his/her position or rank, but may not be promoted. (IC 36-1-20.2)
8. Presentation of Evidence - The law enforcement officer shall be concerned equally in the prosecution of the wrongdoer and the defense of the innocent. The officer shall ascertain what constitutes evidence and shall present such evidence impartially and without malice. In doing so, they will ignore social, political and other distinctions among the persons involved, strengthening the tradition or the reliability and integrity of an officer's word.
9. Primary Responsibility of Job - The primary responsibility of the police service and of the individual officer is the protection of the people of the United States through the upholding of their laws. Chief among these is the Constitution of the United States and its amendments. The law enforcement officer always represents the whole of the community and its legally expressed will, and is never the arm of any political party or clique.
10. Private Conduct – The law enforcement officer shall be mindful of their special identification by the public as an upholder of the law. Laxity of conduct or manner in private life, expressing either disrespect for the law or seeking to gain special privilege, cannot but reflect upon the police officer and the police service. The community and the service require that the law enforcement officer lead the life of a decent and honorable citizen. Following the career of a police officer gives no person special prerequisites. It does give the satisfaction and pride of following and furthering an unbroken tradition of safeguarding the American Republic. The officer who reflects upon this tradition will not degrade it. Rather, they will conduct their private life so that the public will regard them as an example of stability, fidelity and morality. The law enforcement officer shall conduct their official life in a manner that will inspire confidence and trust.
11. Rewards - The law enforcement officer shall not receive any monetary reward for performing their duties and obligations as a police officer. If an officer receives any such reward, he/she shall promptly turn it in to the Office of the Chief of Police, which will then be returned or deposited into the appropriate fund.

12. Utilization of Proper Means to Gain Proper Ends - The law enforcement officer shall be mindful of their responsibility to pay strict attention to the selection of means in discharging the duties of their office. Violations of law or disregard for public safety and property on the part of an officer are intrinsically wrong; they are self-defeating in that they instill in the public mind a like disposition. The employment of illegal means, no matter how worthy the end, is certain to encourage disrespect for the law and its officers. If the law is to be honored, it must first be honored by those who enforce it.

1.2 Limits of Authority

1.2.1 Legal Authority Defined

All sworn personnel have legal authority as it pertains to the enforcement of laws, statutes, ordinances and arrests, and must abide by their authority as allowed by the Indiana Code.

- A. Local government has the authority to establish, maintain, and operate a police and law enforcement system to preserve public peace and order, and provide facilities and equipment for that system. (I.C. 36-8-2-2)
- B. Police departments have the authority, powers and duties as provided in I.C. 36-8-3-10 to:
 1. Preserve peace;
 2. Prevent offenses;
 3. Detect and arrest criminals;
 4. Suppress riots, mobs, and insurrections;
 5. Disperse unlawful and dangerous assemblages and assemblages that obstruct the free passage of public streets, sidewalks, parks, and places;
 6. Protect the rights of persons and property;
 7. Guard the public health;
 8. Preserve order at elections and public meetings;
 9. Direct the movement of vehicles in public ways or public places;
 10. Remove all nuisances in public parks or public ways;
 11. Provide proper police assistance at fires;

12. Assist, advise, and protect strangers and travelers in public ways or at transportation facilities;
 13. Carefully observe and inspect all places of business under license, or required to have them; and
 14. Enforce and prevent the violation of all laws in force in the city.
 15. The police chief and each captain, in the captain's precinct or district, may supervise and inspect all pawnbrokers, vendors, junkshop keepers, cartmen, expressmen, dealers in secondhand merchandise, intelligence offices, architectural salvage material dealers (as defined in IC 24-4-16-3), and auctions. Any member of the department may be authorized by the chief in writing to exercise the same powers.
- C. Police officers have the authority, powers and duties as provided in I.C. 36-8-3-6. Police officers may:
1. Execute a warrant of search or arrest, issued by any judge;
 2. Serve all process within the municipality or the consolidated city issuing from the city or town court;
 3. Arrest, without process, all persons who within view violate statutes, take them before the court having jurisdiction of the offense, and retain them in custody until the cause of the arrest has been investigated;
 4. Enforce municipal ordinances in accordance with IC 36-1-6;
 5. Suppress all breaches of the peace within their knowledge and may call to their aid the power of the municipality or the consolidated city and pursue and commit to jail persons guilty of crimes;
 6. Serve all process issued by: the legislative body of the municipality or the consolidated city; any committee of the legislative body of the municipality or the consolidated city; or any of the executive departments of the municipality or the consolidated city;
 7. Serve the city or town court and assist the bailiff in preserving order in the court; and
 8. Convey prisoners to and from the county jail or station houses of the municipality or the consolidated city for arraignment or trial in the city or town court or to the place of imprisonment under sentence of the court.

1.2.3 Compliance with Constitutional Requirements

A. Interviews & Field Interviews - Officers may conduct interviews to gather necessary information needed in the execution of their duties. This may result in the gathering of criminal intelligence information, whereby the officer should complete an incident report and/or field contact as required by General Order 40.2.3(A). During interviews, officers will be required to follow the rules regarding advising suspects of their Miranda rights, which are contained in General Order 1.2.3(B)(1).

1. Field interviews - Officers are encouraged to interact with the public in order to gain information concerning potential problems perceived by the public, as well as to use the officer's experience to determine if the person may be involved in, or potentially involved in a criminal act. Field interviews may be conducted as a result of consensual contact (Florida v. Bostick), or a seizure of a person as outlined in General Order 1.2.4.

B. Interrogations

1. In order to protect the constitutional rights of persons involved in criminal investigations, the following guidelines shall be adhered to:
 - a. Officers shall not coerce or obtain involuntary confessions from persons suspected of criminal involvement.
 - b. If a suspect is in custody, the officer must first advise the suspect of his/her Miranda rights before asking the suspect questions, or saying any words or making any actions that the officer should know are reasonably likely to elicit an incriminating response from the suspect. Whenever there is doubt about a custodial interrogation, the suspect should be advised of his constitutional rights. However, officers are not required to advise suspects of their Miranda rights when:
 - i. Questioning a suspect who is not in custody;
 - ii. Questioning a suspect during a routine traffic stop;
 - iii. Questioning a suspect that takes place during a reasonable suspicion based stop justified by Terry v. Ohio;
 - iv. Requesting motorists to perform field sobriety tests;
 - v. A suspect voluntarily makes unsolicited statements;
 - vi. Questioning a suspect regarding items that pose an immediate danger to public safety; or
 - vii. Asking routine booking questions.

- c. Interrogations of juveniles shall be conducted in accordance with General Order 44.
2. Officers may use the department's Waiver of Rights form.
3. In accordance with Indiana Rule of Evidence 617, when custodial interrogations are made in a place of detention, the interrogation shall be audio-video recorded, which includes at least not only the visible images of the person being interviewed but also the voices of said person and the interrogating officers.
 - a. "Custodial Interrogation" means an interview conducted by law enforcement during which a reasonable person would consider himself or herself to be in custody.
 - b. "Place of Detention" means a jail, law enforcement agency station house, or any other stationary or mobile building owned or operated by a law enforcement agency at which persons are detained in connection with criminal investigations.

C. Access to Counsel

1. Once a suspect has expressed a desire to exercise the right to counsel, he/she will not be interrogated further until counsel has been obtained or the suspect himself initiates further communication.
2. It is possible for a suspect to waive the right to counsel after asserting it. This will permit interrogation to begin again if:
 - a. The suspect reinitiates the communications, exchanges or conversation with the officer(s); and
 - b. There is a valid and knowing waiver of Miranda rights prior to the second interrogation.

1.2.4 Search and Seizure

Officers may conduct or assist in warrantless searches and seizures in situations authorized by state and federal constitutional provisions. Officers should be aware that case law is constantly changing and they are required by General Order 26.1.1(A)(2)(a) to have knowledge of the application of laws required to be enforced, and by General Order 1.1.2(B)(5) to diligently study the principles of the laws, which they are sworn to uphold. The following are basic guidelines for officers to follow in conducting searches and seizures where a warrant has not been obtained:

A. Searches:

1. Person Search

- a. Frisk - An officer may conduct a limited pat-down/frisk of the person's outer clothing where the officer has reasonable suspicion to believe the suspect is armed. (Terry v. Ohio)
- b. Incident to Arrest – An officer may conduct a search of a person when the officer has made a lawful custodial arrest of a person.
- c. Where an officer has probable cause to believe that a person has evidence or contraband on them, the officer may search the person.
- d. Consent - Officers may receive voluntary consent to search a person provided that the consent was obtained during a lawful detention or consensual encounter of the person. Consent after a person is in custody requires the advisement of Pirtle warnings.

2. Vehicle Search

- a. Weapon - An officer who has reasonable suspicion to believe that a vehicle contains a weapon and reasonable suspicion the person is involved in criminal activity (Terry v. Ohio) may search the vehicle subject to the following limitations (Michigan v. Long):
 - i. The search is limited to the passenger compartment in which the subject of the stop could reach for a weapon; and
 - ii. The search is limited to those areas in the passenger compartment capable of holding a weapon.
- b. Incident to arrest – Officers may search the passenger compartment of a vehicle, incident to a recent occupant's custodial arrest, only if the arrestee is unsecured and within reaching distance of the passenger compartment at the time of the search or it is reasonable to believe the vehicle contains evidence of the offense of arrest. (Arizona v. Gant)
- c. Probable Cause – Where an officer has probable cause to believe that a vehicle contains evidence or contraband and the vehicle is capable of being moved, the officer may make a warrantless search of the vehicle. Capable of movement does not mean that the car is presently occupied, it merely means that the vehicle can be driven off by the turn of a key. (Maryland v. Dyson)

- i. An officer who has probable cause to search a vehicle may search the entire vehicle and its contents so long as the area searched is capable of containing the items being searched for. (U.S. v. Ross)
- d. Consent – Officers may receive voluntary consent to search a vehicle provided that the consent was obtained while an officer was handling the reason for the initial stop (Schneckloth v. Bustamonte), or was given during consensual contact. Consent after a person is in custody requires the advisement of Pirtle warnings.
- e. Inventory – When a vehicle is impounded for any reason, an officer may conduct an inventory search of the vehicle. (South Dakota v. Opperman)
 - i. It is the policy of the Columbus Police Department to safeguard personal property for the owner's interest by conducting motor vehicle inventories when the vehicle has been towed, impounded or otherwise removed in accordance with General Order 61.4.3.
 - ii. All areas within the vehicle will be checked, and all contents of an estimated \$50.00 value or greater should be recorded.
 - a. Officers shall inventory the passenger compartment, trunk, console, glove compartment and other items within the vehicle, keeping in mind that contents of a \$50.00 value or greater may significantly vary in size and be inconspicuously stored.
 - b. All closed containers found in the vehicle shall be opened. However, locked containers shall not be forced open but shall be logged on the impound report as closed and locked, but if a key or lock combination is available, then the locked container should be opened and inventoried.
 - iii. An inventory should be conducted at the vehicle's current location unless unreasonable for safety reasons.

3. Residence Search

- a. Incident to Arrest - When making a valid arrest in a home, officers may conduct a search of the residence incident to the arrest at the time of the arrest limited to the following rules (Maryland v. Buie):

- i. The area that was within the suspect's immediate control where the arrest has been made;
 - ii. Officers may look into, but not go into, areas adjoining the room where the arrest has been made from which an attack could be launched; and
 - iii. Where officers have reasonable suspicion to believe that a confederate of the arrested person or some other third party is present in the home and poses a danger to officers, the officers may do a cursory search of the home to ensure their safety.
- b. Exigent Circumstances
 - i. Officers may enter a dwelling based on exigent circumstances when exigent circumstances, such as hot pursuit of a fleeing felon, imminent destruction of evidence, need to prevent suspect's escape, risk of danger to police or others inside or outside the dwelling, and/or when an occupant is seriously injured or imminently threatened with such an injury, exist to justify the entry. (Illinois v. MacArthur)
 - ii. There is no crime scene exception to the warrant requirement. Severity of crime and probable cause are insufficient to justify a warrantless search where no other exigency exists or where exigent circumstances have subsided. (Mincey v. Arizona)
- c. Consent - Officers may search a residence upon consent so long as they reasonably rely on the appearance of authority by the consenting person. (Illinois v. Rodriguez) However, if a co-occupant of equal authority is present and objecting to the law enforcement entry, they may not enter without a warrant. (Georgia v. Randolph) It is preferred that written consent is obtained.
- d. Search Warrant – Officers may search a residence if a search warrant is lawfully obtained, subject to the limitations of the items to be searched as listed in the warrant and subject to the knock and announce requirements (Wilson v. Arkansas and United States v. Banks)
 - i. Officers must knock and announce presence and purpose before entry.

- ii. Officers must wait for a reasonable amount of time to allow for a person to answer the door, or no longer than the amount of time it would take for an occupant to begin destroying evidence.
- iii. No-Knock warrants are permitted in certain circumstances, but reasons must be articulated in the warrant application and permitted by the search warrant.

B. Seizures:

1. Person:

- a. An officer may briefly detain an individual for further investigation where the officer has reasonable suspicion to believe the person stopped is involved in criminal activity. An officer may use reasonable force, short of deadly force, to accomplish such seizure. (Terry v. Ohio)
 - b. Unprovoked flight and nervous evasive behavior is a pertinent factor in determining reasonable suspicion. (Illinois v. Wardlow) The articulation of unprovoked flight in a “high crime” area is a factor that would be sufficient to establish reasonable suspicion. (Ross v. State)
 - c. Officers may detain a person so long as they are diligently investigating the circumstances surrounding their suspicion and detention is necessary for the investigation. (U.S. v. Sharpe) If a, after some amount of inquiry, the officer’s suspicions of criminal activity are dispelled, the detention must end. (State v. McCaa)
 - d. Officers may detain individuals who are on the scene, or who come upon the scene, where the police are conducting a search pursuant to a warrant at a residence so long as the length and manner of detention is reasonable. (Michigan v. Summers)
 - e. A person involuntarily transported has been arrested for 4th Amendment purposes. No person can be involuntarily transported unless the police have probable cause to believe that person has committed a crime. (Kaupp v. Texas)
2. Exigent Circumstances – See General Order 1.2.4(A)(3)(b).
3. Plain View - Officers may seize items of evidence and contraband that are in plain view subject to the following limitations (Horton v. California):

- a. The officer must be lawfully present in an area protected by the 4th Amendment when he/she observes the item in plain view; and
- b. The officer must immediately have probable cause to believe the item is evidence or contraband without making any further intrusion; the slightest movement to determine if the item is evidence or contraband will constitute a “further intrusion.

1.2.5 Arrest with/without Warrant

A. Procedures for both warrant and warrantless arrests - Officers who execute any verified and valid criminal warrant, or who make a warrantless arrest, shall prepare an incident report detailing the arrest, including ensuring that all information in the incident report is current.

B. Warrant Arrests

1. In accordance with I.C. 35-33-1-1, a law enforcement officer may arrest a person when the officer has a warrant commanding that the person be arrested;
2. Officers shall confirm the identity of the person to be arrested to be sure they are the person listed on the warrant.

C. Warrantless Arrests – In accordance with I.C. 35-33-1-1, a law enforcement officer may arrest a person when the officer has:

1. Probable cause to believe the person has committed or attempted to commit, or is committing or attempting to commit, a felony;
2. Probable cause to believe the person has violated the provisions of IC 9-26-1-1(1), IC 9-26-1-1(2), IC 9-26-1-2(1), IC 9-26-1-2(2), IC 9-26-1-3, IC 9-26-1-4 (leaving the scene of accident statutes), or IC 9-30-5 (Operating a vehicle while intoxicated statutes);
3. Probable cause to believe the person is committing or attempting to commit a misdemeanor in the officer's presence;
4. Probable cause to believe the person has committed a:
 - a. Battery resulting in bodily injury under IC 35-42-2-1; or
 - b. Domestic battery under IC 35-42-2-1.3;
 - c. Theft under (IC 35-43-4-2).

5. Probable cause to believe that the person violated IC 35-46-1-15.1 (invasion of privacy);
6. Probable cause to believe that the person violated IC 35-47-2-1 (carrying a handgun without a license) or IC 35-47-2-22 (counterfeit handgun license);
7. Probable cause to believe that the person is violating or has violated an order issued under IC 35-50-7 (probation orders);
8. Probable cause to believe that the person is violating or has violated IC 35-47-6-1.1 (undisclosed transport of a dangerous device); or
9. Probable cause to believe that the person is:
 - a. Violating or has violated IC 35-45-2-5 (interference with the reporting of a crime); and
 - b. Interfering with or preventing the reporting of a crime involving domestic or family violence (as defined in IC 34-6-2-34.5).
10. Warrantless Arrests on Juveniles – In accordance with I.C. 31-37-4-2, a child may be taken into custody by a law enforcement officer acting with probable cause to believe that the child has committed a delinquent act.

1.2.8 Strip/Body Cavity Searches

Strip and body cavity searches are sometimes necessary for agency safety and security, to seize evidence of criminal activity, or in narcotics or other undercover investigations. These searches, however, are highly intrusive and should be conducted within the limits of legal authority, out of public view, and with due regard for human dignity.

A. Authority for conducting strip and body cavity searches:

1. Strip searches:
 - a. A strip search is authorized if an officer has reasonable suspicion to believe that an individual is concealing a weapon, a controlled substance, or contraband. However, authorization from a supervisor is required before conducting a strip search.
 - b. A strip search is authorized without supervisor approval if the search is of a confidential informant and is done in conjunction with narcotics or other undercover investigations coordinated by the Narcotics Division, provided the person being searched consents to the search, and the person being searched is not a juvenile.

2. Body cavity searches: No employee shall search any anus or vagina without a valid search warrant. Authorization from a supervisor must be obtained before attempting to obtain a search warrant for a body cavity search. Such a search shall not be performed by any member of the department, and must be done by medical personnel at a medical facility.

B. Provisions for privacy and search by gender or gender identity/expression:

1. All strip searches conducted under this section shall be performed by persons of the same sex as the person being searched, and shall be conducted in a place out of public view. However, if the person identifies with a specific gender with which they feel more comfortable, reasonable attempts should be made to accommodate that person's gender identity/expression.
2. An officer requesting a body cavity search will ensure that the search is made by qualified medical personnel, and that the search takes place in an area designated by the medical facility for such searches, which shall be out of public view.

C. Provisions for circumstances involving juveniles:

1. With a strip search being a highly intrusive procedure, the standard for this procedure is already high. The same standards apply for strip searches of juveniles as they do adults, except juveniles cannot solely consent to a strip search.

D. Reporting requirements:

1. Except when a strip search is conducted on a confidential informant and is coordinated by the Narcotics Division, any employee who conducts, or causes to be performed, a strip search and/or a body cavity search, shall prepare an incident report that includes:
 - a. The name of person subjected to the search;
 - b. The identity of the person who conducted the search;
 - c. The time, date and place of search; and
 - d. A narrative explaining the reason for the strip search.
2. When a strip search is conducted on a confidential informant and is coordinated by the Narcotics Division, documentation shall be prepared that includes:
 - a. The confidential informant number;

- b. The identity of the person conducting the search; and
- c. The time and date of the search.

1.2.9 Bias Policing

Bias-based policing is the application of police authority based on a common trait of a group. This includes but is not limited to race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group or any other identifiable characteristics.


- A. Bias-based policing is prohibited.
- B. Cultural diversity and related topics that can build trust within the community shall be provided for all new employees in their initial training, and annually for all agency personnel. This training should address how bias can affect police activities and decision making such as field contacts, traffic stops, searches, asset seizure and forfeiture, interviews and interrogations, and ways that citizens might seek to utilize law enforcement personnel against others in a biased manner. The training should emphasize the corrosive effects of biased based policing on individuals, the community and the agency.
- C. Every calendar year the Deputy Chief or his/her designee shall perform a documented administrative review of agency practices regarding bias policing. The annual report should include the following:
 - 1. A list of each bias policing complaint received; to include the findings of the complaints and the actions taken, if any;
 - 2. Compiled statistics concerning all arrests, traffic citations, and asset seizure/forfeiture efforts;
 - 3. Recommended training needs;
 - 4. Recommended policy changes; and,
 - 5. Any corrective measures taken.

1.2.10 Duty to Intervene

Employees are required to notify appropriate supervisory authority in accordance with G.O. 26.1.1(A)(2)(b)(ii) if they observe another agency employee or public safety associate engage in any unreasonable use of force or if they become aware of any violation of departmental policy, state or federal law, or local ordinance. Situations, such as the unreasonable application of force or inappropriate due process procedures, may necessitate immediate intervention. Immediate intervention is required when employees encounter unreasonable actions of other employees or public safety associates that could result in injury, death or violations of constitutional or civil rights. Other circumstances, such as conduct unbecoming of an employee may be best handled through reporting the matter to the appropriate supervisory or administrative authority in accordance with G.O. 26.1.1(A)(2)(b)(ii).

Acceptance by Columbus Police Department Captain's Board:

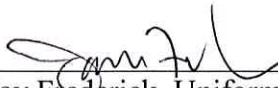
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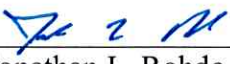

Michael Richardson, Chief

Attest:


Steve Norman, Deputy Chief

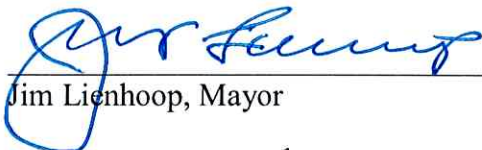

Kathy Randomanski, Chief's Secretary


Jay Frederick, Uniform Captain

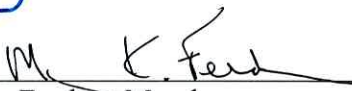

Jonathan L. Rohde, Administrative Captain


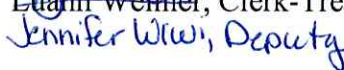
Acceptance by Columbus Board of Public Works and Safety:

Date: Sept. 1, 2020


Jim Lienhoop, Mayor

Attest:


Mary Ferdon, Member


Luann Welner, Clerk-Treasurer

Jennifer Wivi, Deputy

John Pickett, Member


Jim Strietelmeier, Member


Brenda Sullivan, Member