

ALLEGATION OF EMPLOYEE MISCONDUCT

Consistent with applicable statutes, it is the policy of the Champlin Police Department to document and investigate allegations of employee misconduct received from any source outside or inside the department.

The primary objectives of such investigations are:

Protection of the Public. The public has the right to expect efficient, fair, and impartial law enforcement. Therefore, misconduct by department personnel must be detected, thoroughly investigated, and properly adjudicated to assure the maintenance of these qualities.

Protection of the Department. The department is often evaluated and judged by the conduct of individual members. It is imperative that the entire organization not be subjected to public censure because of misconduct by a few of its personnel. When an informed public knows that its police department honestly and fairly investigates and adjudicates all allegations of misconduct against its members, the public will be less likely to feel a need to raise a cry of indignation over alleged incidents of misconduct.

Protection of the Employee. Employees must be protected against false allegations of misconduct. This can only be accomplished through a consistent, thorough investigative process.

Correction of Procedural Problems. The department is constantly seeking to improve its efficiency and the efficiency of its personnel. Occasionally, personnel investigations disclose faulty procedures that would otherwise have gone undetected. These procedures can then be improved.

Removal of Unfit Personnel. Personnel who engage in serious acts of misconduct or who have demonstrated they are unfit for law enforcement work must be removed for the protection of the public, the department, and the department employees.