

Event 1 – Police Sciences
Session 29 – Leadership / Public Trust
LD 1 Leadership, Professionalism and Ethics

Date Revised: 12/21/2019

Course Goal: To teach recruit officers how to be effective, ethical and professional leaders.

Session Goal: To teach recruit officers the definition of misconduct and discipline.

Learning Objectives:

- Explain why an officer should respond to a co-worker’s unprofessional behavior or unethical conduct, including the legal basis for such intervention **[1.II.F]**
- Discuss situations when it is necessary to intervene on another peace officer’s behalf and factors that can inhibit intervention **[1.II.G]**
- Describe the types and levels of intervention used to prevent another peace officer’s inappropriate behavior **[1.II.H]**
- Examples of ethical decision making strategies **[1.II.I]**
- Explain the value of ethical decision making in leadership **[1.II.J]**
- Required Learning Activity **[1.IV.C.1-4]**

Session Time: 1 hour

<p>Resources: Power Point</p> <ul style="list-style-type: none"> • Classroom with tables • White board • Dry-erase markers • Handout - Guidelines for Accepting Public Complaints • Handout - LAPD Complaint of Employee Misconduct • Video – Officer Kicking • Projector / Screen 	
<p>Session Summary In this Session the class will discuss misconduct and discipline along with all of its components. Upon completion of the Required Learning Activity, the instructor will debrief the class.</p>	
Outline	Instructor Notes
<p>I. Public Trust II</p> <p>A. Complaint Process</p> <p>1. Los Angeles Police Department’s definition of misconduct</p> <p>a) LAPD Manual Section 805.25 MISCONDUCT - DEFINED.</p> <p>(1) Commission of a criminal offense.</p> <p>(2) Neglect of duty.</p> <p>(3) Violation of Department policies, rules, or procedures.</p> <p>(4) Conduct that may tend to reflect</p>	<p>Introduce the Officer Kicking Video and play one time for the class. Tell the students to keep the video in mind through the remainder of the session.</p> <p>Handout – Guidelines for Accepting Public Complaints</p> <p>Handout – LAPD Complaint of Employee Misconduct</p>

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<p style="text-align: center;">unfavorably upon the employee or the Department.</p> <p>2. Merriam-Webster’s Full Definition of discipline:</p> <ul style="list-style-type: none"> a) Punishment b) Obsolete c) Instruction d) A field of study e) Training that corrects, molds, or perfects the mental faculties or moral character <p>3. There are two types of discipline</p> <ul style="list-style-type: none"> a) Positive - encourage and approval for acting correctly b) Negative- designed to rehabilitate or re-educate, or removal <p>4. The purpose of discipline is</p> <ul style="list-style-type: none"> a) To modify the offending employee’s behavior b) To set expectations for other employees c) To assure the public that the Department strives to maintain the public trust by holding employees accountable <p>B. Definition of a complaint</p> <ul style="list-style-type: none"> 1. Any public complaint (Anonymous or 3rd person) regarding Department service, policy or procedure, claims for damages, or employee misconduct. 2. Any complaint of misconduct initiated by a Department employee 3. Complaints shall be accepted in any format: written, verbal, in person, telephonic, by mail, or electronic. <p>C. Officer’s legal and ethical responsibility to respond: [1.II.F]</p> <ul style="list-style-type: none"> 1. If peace officers disregard unlawful or unethical acts by another officer, they can be responsible as the 	
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<p>officers, field training officers (FTO), or supervisors (e.g. getting a bad evaluation)</p> <p>7. The officer is psychologically unprepared to intervene (e.g. erroneous notion of how police officer should behave, possible due to influence of movies, and television)</p> <p>F. Three types of intervention [1.II.H]</p> <p>1. Advance Intervention Taking action before an inappropriate action is committed</p> <ul style="list-style-type: none">a) Discussion of expectationsb) Merely showing up at the scenesc) Statement of expectationsd) Command presence <p>2. Immediate Intervention - In some situations, if a coworker or fellow officer behaves inappropriately, it may be necessary to intervene immediately, either verbally or physically.</p> <ul style="list-style-type: none">a) Verbally offering to take overb) Physically touching the officer on the shoulder or arm and offering to take overc) Stepping in between the offending officer and the other person (if this can be done safely) and defusing the situation with a statement such as “Let me talk to him”d) Physically restraining of the officer may be necessary if the officer is using unreasonable physical force. <p>3. Delayed Intervention Sometimes it is desirable to use an intervention strategy after an incident has occurred. Some</p>	
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<p style="text-align: center;">delayed intervention techniques may include:</p> <ul style="list-style-type: none"> a) Discussion/admonishment b) Referral/training c) Reporting <p>G. Examples of ethical decision making strategies: [1.II.I]</p> <ol style="list-style-type: none"> 1. CAPRA problem solving model 2. Always consider the consequences of decisions 3. Don't allow emotions to dictate actions. If possible, reflect on the situation 4. Consider your intent and what the ideal outcome is 5. Ask yourself if you have all of the facts 6. What alternatives are available? Ask yourself if other approaches would yield your desired outcome. 7. Who will this decision impact? Consider the benefits and the potential harm 8. Put yourself in another person's position. What would your Captain or an officer you highly respect do? 9. Don't get stuck to a decision. If additional information becomes available, don't be afraid to change your decision. <p>H. The value of ethical decision making in leadership [1.II.J]</p> <ol style="list-style-type: none"> 1. Maintain personal integrity 2. Preserve professionalism and supports our mission 3. Strengthens public confidence in our profession and our agency 4. Reduces personal and agency liability because it results in fewer injuries (unreasonable force), disciplinary action and personnel complaints, criminal 	<p>Explain that they must ask themselves if it's better to react now or later.</p> <p>They must ask themselves if their decision is legal, fair, and just.</p> <p>Remember that police officer's decisions impact relationships, reputations, and public opinion.</p> <p>Ask: Who is impacted by bad decisions? Why?</p>
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<p>complaints filed against officers, and civil liability</p> <ul style="list-style-type: none">5. Enhances officer safety6. Ethically correct	<p>Run Required Learning Activity [1.IV.C.1-4]</p>
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Required Learning Activity

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[1.IV.C.1-4]

Learning Objective:

[1.IV.C.1-4]

Purpose: To have the students evaluate the behavior of all of the officers in the Officer Kicking video and analyze it for ethical issues, discuss the impact of the conduct, determine if intervention is required and defend the chosen intervention strategy to the class.

Description: Remind the students that they saw this video at the beginning of the session. You can play the video one or two more times.

Have the students remain at their tables in small groups to discuss the following as it relates to the video. Have the students select a scribe. Provide the students with 5-6 minutes to discuss the following:

1. Identify any ethical issues
2. Discuss the impact of the conduct
3. Determine if intervention is required
4. Defend the chosen intervention strategy

Lead a facilitated discussion with what each small group answered.

Resources Needed:

- Classroom
- Projector
- Officer Kicking Video

Handouts:

None.

Time Required: 20 minutes