

D. Personnel Complaint Classifications

- 1. Conduct Unbecoming an Employee** - Behavior that is malicious, criminal, brings discredit upon the department, or fails to follow ordinary and reasonable rules of good conduct while on or off duty.
- 2. Discourtesy** - Rude or abusive actions directed towards another person.
- 3. Discrimination** - Actions or misconduct due to the race, ethnicity, nationality, gender, age, religion, gender identity or expression, sexual orientation, or mental or physical disability of any person.
- 4. Dishonesty** - Knowingly giving false or misleading information.
- 5. Force** - Any unreasonable amount of force, ranging from any physical contact to use of any weapon.
- 6. False Arrest** - Removal of personal liberty without proper authority or legal justification.
- 7. Firearm Discharge** - Anytime a firearm is discharged in violation of Department policy.
- 8. Harassment** - Any unsolicited or unwarranted employee action or conduct that reasonably appears meant to annoy, threaten, intimidate, or alarm any person.
- 9. Improper Search and Seizure** - A detention, arrest, search, or seizure of an individual's person or property that is unlawful or in violation of Department policy.
- 10. Improper Tactics** - Procedures utilized by an employee that are different from approved practices or procedures.
- 11. In-Custody Death** - Administrative review of an in-custody death incident.
- 12. Insubordination** - Failure or refusal to follow a lawful written or verbal order issued by a superior.
- 13. Intoxication** - On-duty personnel under the influence of any intoxicant.
- 14. Missing Property** - Property that has been in the custody of an employee and becomes unaccounted for or missing. This also includes the misappropriation or theft of funds or property.
- 15. Neglect of Duty** - The failure to perform a required duty.
- 16. Officer Involved Shooting** - Administrative review of an officer involved shooting incident.
- 17. Profiling** - The consideration or reliance on actual or perceived race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability when deciding to subject a person to law enforcement activities. However, an officer may consider or rely on characteristics listed in a specific suspect description.
- 18. Service** - The failure to adequately provide timely and required police action.
- 19. Traffic** - Improper or illegal driving by an employee.
- 20. Wage Garnishment** - Failure to pay just debts.