

## **3-01/050.83 - Employee Groups which Violate Rights of Other Employees or Members of the Public**

Department personnel shall not participate or join in any group of Department employees which promotes conduct that violates the rights of other employees or members of the public.

Participation in these illicit groups, herein referred to as “deputy cliques” or “subgroups” which often include an associated symbol and/or tattoo, harms morale and erodes public trust. These groups undermine the Department’s goals and can create a negative public perception of the Department, increasing the risk of civil liability to the Department and involved personnel.

Any employee engaging in misconduct of any kind, including but not limited to, the use of excessive force or mistreating or harassing others, will be subject to discipline. If the misconduct involves criminal allegations, the matter may be referred to the District Attorney’s Office for possible prosecution.

All personnel will be held accountable for this policy. Failure to adhere to this policy may subject violators to discipline under the MPP, including sections 3-01/030.05, General Behavior, 3-01/030.73, Hazing, and 3-01/050.10, Performance to Standards.

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