3-01/030.73 - Hazing/Bullying

All Department members shall treat every coworker, whether sworn or civilian, with respect. Hazing and bullying are prohibited.

Hazing includes, but is not limited to: unreasonable, unnecessary, oppressive or humiliating expectations or demands of trainees, junior, or new personnel by training officers, or other tenured personnel. Hazing may also be a manifestation of racial, ethnic, gender, or other prejudice, and in such cases, constitutes discrimination. Whatever the motivation, hazing is mistreatment which may take the form of verbal/written harassment, ignoring the presence of a coworker, or physical harassment such as requiring someone to perform unnecessary or unattainable tasks or to behave in humiliating or painful ways.

Individual acts of bullying include, but are not limited to: intimidation, coercion, and taking a domineering, aggressive role based on physical size, rank, or tenure for any reason other than to stress the need for officer safety during tense, dynamic situations. Any of these acts that purposefully causes oppression and/or persecution to any member of the Department or public is strictly prohibited.

Allegations of hazing and/or bullying shall be investigated in the same manner as allegations of discrimination. Refer to MPP 3-01/122.05 - Policy of Equality – Procedures – Duties of Supervisors and Managers.