

## 2-7 MENTOR-NEWLY ASSIGNED INVESTIGATORS- STANDARD OF CONDUCT



### HOMICIDE BUREAU DETECTIVE DIVISION BUREAU ORDERS

**Bureau Order Number: 2-7**

**Subject: MENTOR-NEWLY ASSIGNED INVESTIGATORS STANDARD OF CONDUCT**

Effective Date:	09/01/1995	Last Date Revised:	09/01/2021
Last Date Reviewed:	09/01/2021	Next Review Date:	09/01/2022

The Homicide Bureau Commander has established a work environment wherein no hazing or discourtesy shall occur. Moreover, all conditions of the Detective Division Mentor-Newly Assigned Investigator Principles shall be followed.

To assist the Homicide Bureau Commander to enforcing this mandate, the "Principles" shall be briefed by the Team Lieutenant to every investigator assigned the responsibility of mentoring a newly assigned individual.

All personnel assigned to the Homicide Bureau will treat a newly assigned investigator with respect and courtesy. Any failure to comply with this order shall be investigated, documented and appropriately corrected.

#### Mentor-Newly Assigned Investigators Principles

It is accepted by all parties that the relationship between the detective trainer and newly assigned investigator is one of the most important relationships between two individuals which exists within the Sheriff's Department. Future service to the community, to a large extent, begins with the lessons and examples provided by the detective mentor, and the effort to learn and develop provided by the newly assigned investigator.

There are certain principles relating to the mentor and the newly assigned investigator relationship which are deemed essential for the good of the concerned individuals, the organization and the community. These principles are considered by all the parties to this unit order as inviolable.

The principles include the following:

- The detective mentor occupies his/her position after careful selection based on his/her experience, fitness to train others, and demonstrated ability. His/her performance shall serve as a model to the newly assigned investigator and embody Department philosophies and employ Department procedures.
  - The newly assigned investigator represents an individual entrusted by the Department to act in the capacity of an investigator serving the community but who, because of limited experience, is expected to participate fully in a formal mentoring program.
  - Both the mentor and the newly assigned investigator are viewed as highly valued members of the organization and must view one another in the same manner. Mutual respect is essential and a requirement in the relationship.
  - The mentor, being empowered with the confidence of the Department, is in charge and will direct the activity of the newly assigned investigator at all times.
  - The detective mentor and the newly assigned investigator will, to a large extent, contribute to the manner in which our Department serves the community in the future. A positive relationship between these two parties will set the tone of that service and cause the Department to be ultimately successful in this service.
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