3-01/030.08 - Initiation of Personal Relationships While on Duty or in Uniform

Department members shall maintain professional boundaries with all persons encountered through the course of their duties in accordance with the Department's Code of Ethics. Department members (sworn and civilian) shall not use their uniform, badge, authority of office, position, or on-duty status to engage in or pursue personal, romantic, sexual, business, financial, or political relationships with any member of the public while on duty. Member of the public includes, but is not limited to, any individual who is known by the department member to be a victim, witness, person reporting a crime or incident, suspect, or defendant-while a case is being investigated or prosecuted as it may create an actual conflict of interest. A conflict of interest refers to situations where professional judgement, decisions, or actions may be compromised due to a conflict between personal interests and official responsibilities.

The Department recognizes that employees retain their constitutional rights, including First Amendment rights of freedom of association and expression. Nothing in this policy section is intended to restrict constitutionally protected off-duty personal relationships or activities.