## The Bethlehem PD misconduct directive

The Bethlehem Gadfly Police August 28, 2020



Latest in a series of posts about the Bethlehem Police



## **Police Directive Allegations of Misconduct**

	BETHLEHEM POLICE DIRECTIVE NUMBER 1.3.3				
	VOLUME:		Administration		
	CHAPTER: TITLE:		Professional Standards Allegations of Misconduct and Internal Affairs		
	REPLACES:		BPDN 1.3.3 - 15 APR 2014		Original Date:
CALEA Reference:		52		Evaluation Date:	13 FEB 2019
PLEAC Reference:		2.3.1		Next Evaluation Date:	13 FEB 2021

## CONTENTS:

- I. Documenting a Complaint or Allegation of Employee Misconduct
- II. Investigation and Resolution Procedure
- III. Allegations Involving Possible Criminal Prosecution
- IV. Conclusion of Investigation
- V. Suggested or Implemented Corrective Action
- VI. Disposition Notifications
- VII. Filing Criminal Charges Relating to Unsworn Falsification
- VIII. Employee Restrictions
- IX. Internal Affairs Function
- X. Administrative Procedures for Complaints, Misconduct Allegations, and Internal Affairs Investigations
- XI. Mandatory Notifications
- PURPOSE: To provide procedures and guidelines for allegations of misconduct and internal

affairs concerning the Department or any of its employees.

POLICY: It is incumbent upon every professional law enforcement organization to

> thoroughly investigate all complaints or allegations of misconduct brought against the Department or any of its employees. The investigative procedure must be thorough and above reproach. All complaints or allegations, whether made anonymously, phoned, mailed, email, etc. against the Department or any of its

employees shall be investigated.

NOTE: This Directive is for the internal use of the Bethlehem Police Department only and

> does not enlarge the Department's, an officer's, or other employee's civil liability in any way. This Directive should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against the Department, officers, or employees. A violation of this Directive, if proven, can only form the basis of a complaint by the Department for non-judicial

administrative action in accordance with Department policy and controlling legal

authority.