



**285.0 ALLEGATIONS OF EMPLOYEE MISCONDUCT**

It is essential that the public confidence be maintained in the ability of the Department to investigate and properly adjudicate complaints against its members. The rights of the employee as well as those of the public must be



The City of  
**OKLAHOMA CITY**

## **Police Operations Manual**

---

preserved, and any investigation or hearing arising from the complaint must be conducted in an open and fair manner with the truth as its primary objective.

It is the policy of the Oklahoma City Police Department to document and investigate all allegations of employee misconduct.

### 285.10 OBJECTIVES OF PERSONNEL INVESTIGATIONS

Protection of the Public - The public has the right to expect efficient, fair, and impartial law enforcement. Therefore, any misconduct by Department personnel must be detected, thoroughly investigated and properly adjudicated to assure the maintenance of these qualities.

Protection of the Department - The Department is often evaluated and judged by the conduct of individual members. It is imperative that the entire organization not be subjected to public censure because of misconduct by a few of its personnel. When an informed public knows that its police Department honestly and fairly investigates and adjudicates all allegations of misconduct against its members, the public will be less likely to feel any need to raise a cry of indignation over alleged incidents of misconduct.

Protection of the Employee - Employees must be protected against false allegations of misconduct. This can only be accomplished through a consistently thorough investigative process.

Removal of Unfit Personnel - Personnel who engage in serious acts of misconduct, or who have demonstrated they are unfit for law enforcement work, must be removed for the protection of the public, the Department, and the Department employees.

Correction of Procedural Problems - The Department is constantly seeking to improve its efficiency and the efficiency of its personnel. Occasionally, personnel investigations disclose faulty procedures that would otherwise have gone undetected. These procedures can then be improved or corrected.