

Policy Type: **EXECUTIVE  
LIMITATIONS**

Policy Title: **DISCIPLINE OF  
MEMBERS**



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### **Policy statement**

High levels of public trust and confidence in the police are essential features of a safe community. In order to achieve high levels of trust and confidence, the police must be held accountable, and be perceived to be held accountable, when they engage in conduct that is contrary to the values and high ethical standards that the DRPS strives to uphold. The handling of discipline within the Police Service by the Chief of Police is therefore demonstrative of the DRPS' commitment to the safety and wellbeing of the community.

### **Policy Application**

The Chief of Police shall be guided by consideration of the following principles in the imposition of disciplinary measures of sworn and civilian members, recognizing that each situation is unique and aggravating or mitigating factors may be present:

- The public interest
- Fairness to the police member
- Consistency (internal and external)
- Efficiency

All disciplinary processes and procedures shall be carried out in accordance with legislated requirements.

### **Reporting**

Twice a year a report shall be prepared and presented to the Board that includes a summary of:

- a) The type of misconduct or unsatisfactory work performance that occurred
- b) The Division and/or Unit that the Member was assigned to when the misconduct occurred
- c) The number and type of disciplinary measures imposed
- d) A comparison to the previous reporting period's statistics

