



# Norwich Police Department

## Policy & Procedures

<b>Subject:</b>	Duty to Intervene	
<b>Distribution:</b>	All Officers & H.Q.	
<b>Approved / By order of:</b>	Jennifer Frank, Chief of Police	

**I. PURPOSE:**

It is the purpose of this policy to explain the legal and moral obligation Norwich Police Officers have regarding their duty to intervene. This duty is embodied in the law enforcement officer’s code of ethics, and in state, federal, and local law. Norwich Police Department employees shall have a clear understanding of the Norwich Police Department expectations pertaining to conduct and activities while on-duty. A Norwich Police Department employee has an affirmative duty to intervene on behalf of a citizen whose constitutional rights are being violated in his or her presence by other NPD employees or officers. In addition, employees of the Norwich Police Department have a duty to intervene when they observe or hear conduct by a fellow member of this agency that is un-ethical, clearly violates the law, or violates Norwich Police Department policy.

**II. POLICY:**

A. Employees of the Norwich Police Department have an affirmative duty to intervene if they witness a use of force that is clearly unreasonable. Any employee present and observing another employee or officer using force that is clearly beyond that which is reasonable under the circumstances shall, when in a position to safely do so, intervene to prevent the use of unreasonable force. An employee who observes another employee or officer use force that exceeds the degree of force permitted by law should promptly report these observations to a supervisor.

B. Employees of the Norwich Police Department must recognize and act upon the duty to intervene to prevent or stop any member from conducting any act that is unethical, or that violates the law or an agency policy (e.g., excessive force, theft, fraud, inappropriate language, sexual misconduct, harassment, falsifying documents, inappropriate behavior, etc.). Intervention may be verbal and/or physical. Failure to intervene may subject an employee of the Norwich Police Department to disciplinary and or legal action.

	<p>C. The Norwich Police Department is committed to protecting officers who act on their duty to intervene to prevent or minimize misconduct by another officer.</p> <p>D. This policy is for internal use only and does not enlarge an employee’s civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can only form the basis of a complaint by this agency for non-judicial administrative action in accordance with the laws governing employee discipline.</p>
<p><b>III. DEFINITIONS:</b></p>	<p>A. Intervene: To come between, whether verbally or physically, so as to prevent or alter a result or course of events.</p>
<p><b>IV. PROCEDURES:</b></p>	<p>A. <u>Required Action</u></p> <ol style="list-style-type: none"> <li>1. Norwich Police Department employees should take a preventive approach toward misconduct. When an employee observes behavior that suggests another NPD employee is about to conduct illegal, unethical or inappropriate behavior the employee should intervene verbally or physically, depending on the circumstances.</li> <li>2. If verbal interventions are not sufficient to stop the act, come between the offending employee and the other individual involved. Notify a supervisor after conducting any type of intervention, when safe to do so. When a physical intervention was performed, document the incident in writing.</li> <li>3. If any person is injured and requires medical attention, employees of the Norwich Police Department will render aid in accordance with their training and request medical assistance when necessary.</li> </ol> <p>B. <u>Supervisor Responsibilities:</u></p> <ol style="list-style-type: none"> <li>1. Once learning of an incident involving a Norwich employee intervening with another employee or officer, separate all individuals involved in the incident.</li> <li>2. Conduct a preliminary investigation to gather any pertinent information that would coincide with the reason for the intervention (e.g., witnesses, digital footage, videos, area canvass, etc.).</li> <li>3. Ensure all parties involved in the incident complete a report detailing the circumstances that led to the Intervention and what, if anything, occurred once the member intervened.</li> <li>4. Determine whether the actions leading to the intervention constitute misconduct, unethical behavior, or potential criminal conduct and create report.</li> </ol>

