

## Law Enforcement Gangs - Prohibited Participation

### 209.1 PURPOSE:

To establish guidelines that prohibits participation in a law enforcement gang.

### 209.2 DEFINITIONS:

Law Enforcement Gang: A group of peace officers within a law enforcement agency who may identify themselves by a name and may be associated with an identifying symbol, including, but not limited to, matching tattoos, and who engage in a pattern of on-duty behavior that intentionally violates the law or fundamental principles of professional policing. This may include, but is not limited to, excluding, harassing, or discrimination against any individual based on a protected category under federal or state anti-discrimination laws, engaging in or promoting conduct that violates the rights of other employees or members of the public, violating agency policy, the persistent practice of unlawful detention or use of excessive force in circumstances where it is known to be unjustified, falsifying police report, fabricating or destroying evidence, targeting persons for enforcement based solely on protected characteristics of those persons, theft, unauthorized use of alcohol or drugs on duty, unlawful or unauthorized protection of other members from disciplinary actions, and retaliation against other officers who threaten or interfere with the activities of the group.

### 209.3 GUIDELINES:

- A. Participation in a law enforcement gang and/or failure to report such behaviors are violations of the law and department procedures and subject to discipline, up to, and including termination.
- B. The Department shall cooperate in any investigation into these gangs by an inspector general, the Attorney General, and any other authorized agency.

### 209.4 RESPONSIBILITIES:

- I. All Sworn Staff Shall:
  - A. Not participate in, join, and/or support, formally or informally, any law enforcement gang, or group of department employees, which promotes and/or engages in a pattern of on-duty behavior that intentionally violates the law or fundamental principles of professional policing.
  - B. Report instances of officer misconduct and/or officers suspected of support and/or involvement in any law enforcement gang.
- II. Professional Standards:
  - A. Shall disclose the termination of a peace officer for participation in a law enforcement gang to another law enforcement agency conducting a pre-employment background investigation of that former peace officer.

# San Bernardino County Probation Department

Procedures Manual

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