**Purpose**

This order requires an Indiana University Police Department (IUPD) officer to obey any lawful order of a higher-ranking officer in the division or system.

**Obeying Lawful Orders (1.1.6)**

The Indiana University Police Department personnel are expected to obey any lawful order of a higher ranking officer even when conveyed by another employee, regardless of rank, and established procedures to be followed when a conflicting order or directive is received.

- The following describes the need to obey lawful orders:
  - Department employees are required to obey any lawful order of a higher-ranking officer, including any order relayed from a higher-ranking officer by an employee of the same or lower rank.

- Any employee who willfully disobeys or disregards a direct order, verbal or written, of a higher-ranking officer will be considered insubordinate. Failure to comply with a lawful order or directive is a serious breach of organizational discipline. Such violations will subject the employee to disciplinary action, which may include termination of employment.
  - No employee will be required to obey any order that is unlawful or requires that an unlawful act be committed.
    - If any employee receives a conflicting order or directive, the employee will respectfully call the conflict to the attention of the higher-ranking officer issuing the order.
    - If the conflict is not resolved, the receiving employee will notify a higher-ranking officer than the employee that issued the order, as soon as practical.
  - If an order conflicts with a prior order, the employee will notify the higher-ranking officer giving the conflicting order and follow the second order. The higher-ranking officer will resolve the conflict as soon as practical and follow-up in writing within 72-hours. The higher-ranking officer giving the second order will be responsible for consequences arising from the conflict.
  - Many actions which are required in the performance of duties of law enforcement personnel have severe consequences, including the loss of life, if they are not carried forward in a timely manner. If an order is unlawful or will cause harm to the officer or another, the order will not be followed.
    - If an order is perceived as unlawful, it is the receiving employee’s responsibility to justify why the order was challenged.
1.1.6 Obeying Lawful Orders

If the order is confirmed as unlawful, the employee will suffer no adverse action for not following the unlawful order. An investigation will determine why the unlawful order was given. Results may include changes in training or discipline of the employee issuing the order.

Related Information
None

IACLEA Standard: 1.1.6

Benjamin Hunter (7/30/2021)
Superintendent for Public Safety