Purpose
To establish the expectation that all Indiana University Police Department (IUPD) employees have a duty to intervene and either stop or attempt to stop misconduct by any IUPD employee.

General Order (2.1.4)
All IUPD employees have a duty to either stop, or attempt to stop, another member of the department when they witness abuse of power, excessive force, sexual harassment, and other behaviors that may be in violation of IUPD general orders, the Constitution, Indiana Code, or federal law.

Definitions
Intervene – To interact with another person verbally or physically with the intent to prevent or alter a result or course of events.

Misconduct – Action, inaction, and/or failure to act by any employee of the IUPD, civilian or sworn, that violates IUPD general orders, the Constitution, Indiana Code or federal law, including but not limited to criminal acts, applicable civil laws, administrative rules, or regulations.

Duty to Intervene
All IUPD employees must recognize and act upon the affirmative duty to intervene, verbally or physically, to prevent or stop any IUPD employee or other individual(s) from conducting any act that is unethical or that violates IUPD general orders, the Constitution, Indiana Code or federal law.

Any officer(s) witnessing the use of unreasonable force or actions which may lead to the use of unreasonable force by law enforcement personnel will intervene by taking all necessary actions, including, but not limited to:

- Using verbal persuasion and/or commands.
- Moving between and providing separation between the officer(s) and the subject.
- Physically restraining the officer(s).

A supervisor who observes misconduct will issue a direct order to the employee(s) involved to cease such actions immediately.

Employees will:

- Ensure that medical attention has been rendered if aid is needed by any individual.
- Take a preventive approach, whenever possible, if observing behavior that suggests another employee is about to engage in unethical or inappropriate behavior.
2.1.4 Duty to Intervene

- Take an active approach to intervene to stop any unethical behavior or misconduct when such conduct is being committed by another employee.
- Document an incident when a physical intervention was performed.
- Report to a supervisor any required intervention or knowledge of misconduct as soon as safely possible, but no later than the end of shift in which the intervention or misconduct occurred.
- Upon receipt of information regarding required intervention or knowledge of misconduct, the supervisor will gather initial information and complete a report in the Professional Standards System. The director for professional standards and education will then evaluate the information and follow appropriate next steps as outlined in G4.2.1 Complaint Investigations.

Employees may be subject to disciplinary action, civil liability, and/or criminal prosecution should they fail to intervene.

Benjamin Hunter (6/21/2022)
Superintendent for Public Safety