Indiana University Police Department
Special Order
20.22.01 Fraternization Applicable to All IUPD Employees

<table>
<thead>
<tr>
<th>Effective Date:</th>
<th>8/7/2019</th>
<th>Revised Date:</th>
<th>6/14/2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rescinds:</td>
<td>S19-05 – 8/7/2019</td>
<td>Number of Pages:</td>
<td>2</td>
</tr>
</tbody>
</table>

**Purpose**
To provide the Indiana University Police Department (IUPD) with expectations concerning relationships between part time student employees and non-student IUPD employees, including those covered by Indiana University (IU) policy UA-17 Conflicts of Interest and Commitment.

**Special Order**
The IUPD operates a student centric training program that allows IU students to progress from a cadet, police academy recruit, and finally a part time officer (class II). The IUPD Cadet Officer Program is designed to be a two-year training program which includes the Indiana University Police Academy (IUPA). The student employees are considered in training from the moment they begin as cadets, during their time as recruits in the IUPA and after graduation from the IUPA when they become part time officers (class II). It is essential for the integrity of the academy program that there be parameters by which non-student IUPD employees engage students in the IUPD Cadet Officer Program to ensure an environment conducive to professional development, learning, and growth.

Indiana University policy UA-17 Conflicts of Interest and Commitment helps to ensure personal relationships do not interfere with objective judgment in decisions affecting university employment or the academic progress of a community member or a student. The student employees participating in the IUPD Cadet Officer Program are part time student employees.

Beyond UA-17, there is to be no fraternization between any non-student IUPD employees and the part time student employees. Fraternization and specifically personal or romantic relationships are prohibited.

**Fraternization**
Participants in the IUPD Cadet Officer Program (cadets, recruits, and part time officer (class II)) will:

- not develop or attempt to develop a non-professional, personal or intimate relationship, which includes dating or consensual adult activities, with non-student IUPD employees while they are participating in the IUPD Cadet Officer Program or the field training program.
- immediately bring to the attention of the academy director or division chief of police any known family relations or special relationships, past or present, with any non-student IUPD employee who will document the relationship through an inter-department memo. Familial relationships that constitute nepotism must be reported and managed as directed by IU’s UA-17 Conflicts of Interest and Commitment policy.

Strictly group social contact between part time student employees and non-student IUPD employees is allowed.
Non-student IUPD employees are prohibited from developing or attempting to develop non-professional, personal or intimate relationships, which include dating or consensual adult activities, with any IUPD student employees.

Any prior relationship developed while both parties are in the IUPD Cadet Officer Program are not governed by this directive if one party has a change in employment status making them a non-student IUPD employee. Though not governed by this directive, if the relationship constitutes nepotism as defined by UA-17, university policy shall govern.

The goal of the IUPD Cadet Officer Program is to serve as a positive and professional academic environment throughout the student employee’s involvement in the training curriculum. The above guidelines support this goal and is in line with the academy mission statement.

**Indiana University Police Academy Mission Statement**
The mission of the Indiana University Police Academy (IUPA) is to provide elite law enforcement training, professional development opportunities and educational programming to the law enforcement community by incorporating strategic and relevant curricula in a higher education environment.

**Related Information**
**Indiana University Policy**
- UA-17 Conflicts of Interest and Commitment

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Benjamin Hunter (6/14/2022)
Superintendent for Public Safety