

MINNEAPOLIS PARK POLICE  
DEPARTMENT



BY ORDER OF THE CHIEF OF POLICE **SPECIAL ORDER 2022-03**

DATE ISSUED: October 19, 2022	DATE EFFECTIVE: October 23, 2022	NUMBER: SO 22-03	PAGE: 1 of 13
TO: All Sworn Park Police Personnel			RETENTION DATE: Until Rescinded
SUBJECT: CODE OF CONDUCT (REVISED)			APPROVED BY: Chief J. Ohotto

MP-8806

Effective with the issuance of this Special Order, The Park Police Code of Conduct is revised.

This replaces and updates Minneapolis Park Police Special Order PS90-07, PS01-02, SO 2015-05, SO 2020-05.

**5-101 Code of Conduct Defined**

- A. The code of conduct of the Minneapolis Park Police Department (MPPD) is promulgated by the Minneapolis Park and Recreation Board (MPRB) authority of the City Charter, Article 6. This code is established to promote efficiency, discipline, and good public relations in setting forth policy governing the conduct of all Department employees.
- B. The conduct of police officers and other MPPD employees is governed by the MPPD policies and work rules, MPRB policies and work rules, and applicable State and Federal law.

All employees of the Minneapolis Park Police Department are required to maintain a working knowledge of and to obey the code of conduct, civil service rules, Departmental rules, policies, procedures and orders, MPRB policies, ordinances of the City of Minneapolis and MPRB, the laws of the State of Minnesota and the United States.

**5-102 Professional Conduct**

**I. Purpose**

This policy is established in accordance with MN Statute section 626.8457 Subd. 2 to define unprofessional conduct and to govern the investigation and disposition of cases involving alleged unprofessional conduct by peace officers.

## **II. Policy**

### **A. Investigation and Discipline**

It is the policy of the Minneapolis Park Police Department to investigate circumstances that suggest a peace officer or other employee has engaged in unbecoming conduct and to impose disciplinary action when appropriate.

### **B. Use of Discretion**

The police profession is one that requires officers to use considerable judgment and discretion in the performance of their daily duties. Officers have a large body of knowledge from Department policies and procedures, training, their own professional police experience and the experiences of their fellow officers to guide them in exercising proper judgment and discretion in situations not specifically addressed by Department rules and regulations. When exercising such discretion, officers must always adhere to the following principles in the course of their employment with the Minneapolis Park Police Department:

1. All investigative detentions, pedestrian and vehicle stops, arrests, searches and seizures of property by officers shall be based on a standard of reasonable suspicion or probable cause in accordance with the Fourth Amendment of the U.S. Constitution, Section 10 of the MN Constitution, MN statutes and MPPD policies.
2. Officers must be able to articulate specific facts, circumstances and conclusions that support reasonable suspicion or probable cause.

### **C. Conduct that Detracts from the Public's Faith (Principle Two)**

1. Employees shall refrain from any conduct in an official capacity that detracts from the public's faith in the integrity of the criminal justice system.
2. Employees shall carry out their duties with integrity, fairness and impartiality.

## **III. Procedures/Regulations**

### **A. Obey Laws (Principle One)**

Employees shall conduct themselves, whether on or off duty, in accordance with the Constitution of the United States, the Minnesota Constitution, and all applicable laws, ordinances and rules enacted or established pursuant to legal authority.

#### **1. Rationale**

Peace officers conduct their duties pursuant to a grant of limited authority from the community. Therefore, officers must understand the laws defining the scope of their enforcement powers. Peace officers may only act in accordance with the powers granted to them.

## 2. Rules

- a. Peace officers shall not knowingly exceed their authority in the enforcement of the law.
  - i. Officers shall not arrest any person or search any premises except with a warrant or where such arrest or search is authorized without warrant under the laws of Minnesota and the United States.
- b. Employees shall not knowingly disobey the law or rules of criminal procedure in such areas as interrogation, arrest, detention, searches, seizures, use of informants, and preservation of evidence, except where permitted in the performance of duty under proper authority.
- c. Employees shall not knowingly restrict the freedom of individuals, whether by arrest or detention, in violation of the Constitutions and laws of the United States and the State of Minnesota.
  - i. Officers shall not falsely arrest or direct any malicious prosecution against any person.
- d. Employees, whether on or off duty, shall not knowingly commit any criminal offense under any laws of the United States or any state or local jurisdiction.
- e. Employees must obey lawful orders, but an employee must refuse to obey any order the employee knows would require the officer to commit an illegal act. If in doubt as to the clarity of an order the employee shall, if feasible, request the issuing employee to clarify the order. An employee refusing to obey an order shall be required to justify their actions.
- f. Employees will not, according to MN Statute section 626.863, knowingly allow a person who is not a peace officer to make a representation of being a peace officer or perform any act, duty or responsibility reserved by law for a peace officer.

## **B. Truthfulness**

### 1. Rationale

Community cooperation with the police is a product of its trust that officers will act honestly and with impartiality. The peace officer, as the public's initial contact with the criminal justice system, must act in a manner that instills such trust.

### 2. Scope

- a. These requirements apply to any report or communication, whether verbal or written, concerning official MPPD or MPRB business.
  - i. This includes information given to or intended for others.

- ii. This includes information before courts or hearings.
- b. This includes questions about any action taken that relates to the employee's employment or position, regardless of whether such information is requested during a formal investigation or during the daily course of business.

### 3. Rules

Employees shall not willfully or knowingly make an untruthful statement or knowingly omit pertinent information, pertaining to their official duties or to their employment.

- a. Employees shall not knowingly make false accusations of any criminal, ordinance, traffic or other law violation. This provision shall not prohibit the use of deception during criminal investigations or interrogations as permitted under law.
- b. Employees shall truthfully, completely, and impartially report, testify and present evidence, including exculpatory evidence, in all matters of an official nature.

## C. Impartiality (Principle Three)

Employees shall perform their duties and apply the law impartially and without prejudice or discrimination.

### 1. Rationale

Law enforcement effectiveness requires public trust and confidence. Diverse communities must have faith in the fairness and impartiality of their police. Employees must refrain from fostering disharmony in their communities based upon diversity and perform their duties without regard to race, ethnicity, color, national origin, ancestry, immigration status, gender identity or expression, age, creed, religion, sexual orientation, marital status, parental status, disability (including pregnancy), genetic information, veteran's status, status with regard to public assistance, and any other protected class status under state, federal, and local laws.

### 2. Rules

- a. Employees shall provide every person in our society with professional law enforcement services.
- b. Employees shall not allow their law enforcement or official decisions to be influenced by race, ethnicity, color, national origin, ancestry, immigration status, gender identity or expression, age, creed, religion, sexual orientation, marital status, parental status, disability (including pregnancy), genetic information, veteran's status, status with regard to public assistance, and any other protected class status under state, federal, and local laws (in accordance with P&P 5-104 Impartial and Professional Policing).

- i. Employees shall not physically display material that may be considered discriminatory, derogatory, or biased regarding the characteristics described above, in or on MPRB property. Such materials include, but are not limited to, calendars, cartoons, and posters.
- ii. Employees shall not use any discriminatory, derogatory or biased terms regarding the characteristics described above.
- iii. Digital material by the MPRB's Technology and Electronic Communications Policy<sup>1</sup>.

#### **D. Conduct that Discredits (Principle Four)**

Employees shall not, whether on or off duty, exhibit any conduct which discredits themselves or the MPPD or otherwise impairs their ability or that of other employees or the MPPD to provide law enforcement services to the community.

##### **1. Rationale**

A peace officer's ability to perform their duties is dependent upon the respect and confidence communities have for the officer and law enforcement officers in general. Employees must conduct themselves in a manner consistent with the integrity and trustworthiness expected of them by the public.

##### **2. Rules**

- a. Employees shall not consume alcoholic beverages or chemical substances while on duty except as permitted in the performance of official duties, and under no circumstances while in uniform, except as provided for in [c].
  - i. Off-duty employees shall not carry any firearm or ammunition while under the influence of alcohol or any controlled substance.
- b. Employees shall not consume alcoholic beverages to the extent the employee would be rendered unfit for the employee's next scheduled shift. An employee shall not report for work with the odor of an alcoholic beverage on the officer's breath.
  - i. No employee shall be under the influence of alcohol while on duty or while taking any off-duty law enforcement action.
  - ii. A reading of .02 blood/alcohol concentration is considered under the influence of alcohol.
  - iii. All alcohol testing shall be conducted in accordance with the conditions and procedures in labor agreement between the MPRB and Peace Officers Federation of Minneapolis (POFM).

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<sup>1</sup> [MPRB Technology and Electronic Communication Policy](#)

- c. Employees shall not use narcotics, hallucinogens, or other controlled substances<sup>2</sup> except when legally prescribed.
  - i. When medications are prescribed, the employee shall inquire of the prescribing physician whether the medication will impair the employee in the performance of the employee's duties.
  - ii. The employee shall immediately notify the employee's supervisor if a prescribed medication is likely to impair the employee's performance during the employee's next scheduled shift.
  - iii. Employees shall not take any law enforcement action on or off-duty while impaired by a controlled substance.
  - iv. All drug testing shall be conducted in accordance with the conditions and procedures outlined in the labor agreement between the MPRB and POFM.
- d. Employees, whether on or off duty, shall not engage in any conduct which the employee knows, or should reasonably know, constitutes sexual harassment as defined under Minnesota law and in accordance with MPRB Respect in the Workplace Policy, including but not limited to; making unwelcome sexual advances, requesting sexual favors, engaging in sexually motivated physical contact or other verbal or physical conduct or communication of a sexual nature.
- e. Employees shall not commit any acts which constitute sexual assault or indecent exposure as defined under Minnesota law. Sexual assault does not include a frisk or other search done in accordance with proper police procedures.
- f. Employees shall not commit any acts which, as defined under Minnesota law, constitute (1) domestic abuse, or (2) the violation of a court order restraining the employee from committing an act of domestic abuse or harassment, having contact with the petitioner, or excluding the employee from the petitioner's home or workplace.
- g. Employees, in the course of performing their duties, shall not engage in any sexual contact or conduct constituting lewd behavior including but not limited to, showering or receiving a massage in the nude, exposing themselves, or making physical contact with the nude or partially nude body of any person, except as pursuant to a written policy.
- h. Employees shall avoid regular personal associations with persons who are known to engage in criminal activity where such associations will undermine the public trust and confidence in the employee or agency. This rule does not prohibit those associations that are necessary to the performance of official duties or where such

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<sup>2</sup> Controlled substances are defined in MSS 152.01s4

associations are unavoidable because of the employee's personal or family relationships.

- i. Employees shall not publicly criticize or ridicule the Department, its policies or other employees as to the performance of their duties in a manner which is defamatory, obscene, unlawful, or in any other manner which impairs the effective operation of the Department or in a manner which displays a reckless or knowing disregard for the truth. This regulation shall not be construed so as to impair the exercise of free speech by employees on matters of public concern.
- j. Employees shall remain alert, observant, and occupied with Department and MPRB business during their tour of duty.
  - i. When on duty, employees shall devote their entire attention to the business of the Department and the MPRB.
  - ii. Employees shall not conduct personal or private business while on duty.
  - iii. Officers shall not engage in policing for private interests while on duty.
  - iv. Employees shall not take excessive time for meals.

#### **E. Courtesy and Respect (Principle Five)**

Employees shall treat all members of the public courteously and with respect.

##### **1. Rationale**

Peace officers are the most visible form of local government. Therefore, peace officers must make a positive impression when interacting with the public and each other.

##### **2. Rules**

- a. Employees shall exercise reasonable courtesy in their dealings with the public, other employees, superiors and subordinates.
  - i. Civilian employees shall give their name and employee number to any person upon request and sworn employees shall identify themselves in accordance with P&P 5-104.
  - ii. Employees shall treat all fellow employees with respect and shall be civil at all times with one another.
  - iii. When on duty in the presence of other employees or the public, sworn employees should be referred to by rank.
  - iv. Employees shall not use derogatory, indecent, profane or unnecessarily harsh language in the performance of official duties or while representing the MPPD.

- b. Employees shall not ridicule, mock, deride, taunt, belittle, willfully embarrass, humiliate, or shame any person to do anything reasonably calculated to incite a person to violence.
  - i. Employees shall not willfully mistreat or give inhumane treatment to any person held in custody.
- c. Employees shall promptly advise any inquiring citizen of the complaint procedure and shall follow the established policy for processing complaints, in accordance with the Park Police Department Allegations of Misconduct Policy (SO 21-06).

**F. Avoiding Influence (Principle Six)**

Employees shall not compromise their integrity nor that of their agency or profession by accepting, giving or soliciting any gratuity which could be reasonably interpreted as capable of influencing their official acts or judgments or by using their status as an MPPD employee for personal, commercial or political gain.

1. Rationale

For a community to have faith in its employees, employees must avoid conduct that does or could cast doubt upon the impartiality of the individual employee or the agency.

2. Rules

- a. Employees shall not use their official position, identification cards or badges for: (1) personal or financial gain for themselves or another person; (2) obtaining privileges not otherwise available to them except in the performance of duty; and (3) avoiding consequences of unlawful or prohibited actions.
- b. Employees shall not lend to another person their identification cards or badges or permit these items to be photographed or reproduced without approval of the Chief.
- c. In accordance with policy, employees shall refuse favors or gratuities which could reasonably be interpreted as capable of influencing official acts or judgments.
- d. Unless required for the performance of official duties, employees shall not, while on duty, be present at establishments that have the primary purpose of providing sexually oriented adult entertainment. This rule does not prohibit employees from conducting walk-throughs of such establishments as part of their regularly assigned duties.
- e. Employees shall:
  - i. not authorize the use of their names, photographs or titles in a manner that identifies the officer as an employee of this agency in connection with advertisements for any product, commodity or commercial enterprise;

- ii. maintain a neutral position with regard to the merits of any labor dispute, political protest, or other public demonstration while acting in an official capacity;
  - iii. not endorse or oppose political candidates while on duty or while wearing the MPPD's official uniform.
- f. This section does not prohibit employees from expressing their views on existing, proposed or pending criminal justice legislation, as may be required by their duties in their official capacity.

## **G. Conflicts of Interest (Principle Seven)**

Employees shall not compromise their integrity, nor that of their agency or profession, by taking or attempting to influence actions when a conflict of interest exists.

### **1. Rationale**

For the public to maintain its faith in the integrity and impartiality of peace officers and their agencies, employees must avoid taking or influencing official actions where those actions would or could conflict with the employee's appropriate responsibilities.

### **2. Rules**

- a. Unless required by law or policy an employee shall refrain from becoming involved in official matters or influencing actions of other employees in official matters impacting the employee's immediate family, relatives, or persons with whom the employee has or has had a significant personal relationship.
- b. Unless required by law or policy an employee shall refrain from acting or influencing official actions of other employees in official matters impacting persons with whom the employee has or has had a business or employment relationship.
- c. An employee shall not use the authority of their position as an employee or information available to them due to their status as an employee for any purpose of personal gain including but not limited to initiating or furthering personal or intimate interactions of any kind with persons with whom the employee has had contact while on duty.
  - i. Employees shall not make referrals to any attorney or other business from on duty contacts.
- d. Employee shall not engage in any off-duty employment if the position compromises or would reasonably tend to compromise the employee's ability to impartially perform the employee's official duties (MPPD are generally prohibited from working off-duty by SO 14-01).

- e. Employees shall not interfere with any criminal investigation being conducted by this Department or any other law enforcement agency.
  - i. Employees shall not knowingly communicate in any manner, either directly or indirectly, any information that may assist persons suspected or accused of criminal acts to escape arrest or punishment or which may enable them to dispose of evidence.
  - ii. Employees shall not recommend a dismissal, reduction of charges, or other disposition of a pending criminal case which has been previously filed in any criminal court or before a grand jury except by written approval of their division commander. A copy of the approval will be kept in the case file.
  - iii. Employees shall not interfere with the attendance of witnesses or their testimony through coercion, bribery or other means.
  - iv. Employees shall not attempt to have any traffic citation reduced, voided, or stricken from the calendar for personal or monetary consideration. See P&P 7-608 Dismissal of Traffic/Parking Charges and Citations regarding the dismissal process.
- f. Officers shall not render aid or assistance in civil cases except to prevent an immediate breach of the peace or to quell an existing disturbance. Officers may inform any citizen of the steps necessary to institute a civil suit or advise citizens on protecting their rights.

#### **H. Record and Confidentiality (Principle Eight)**

Employees shall observe the confidentiality of information available to them due to their status as employees.

##### **1. Rationale**

Employees are entrusted with vast amounts of private and personal information or access thereto. Employees must maintain the confidentiality of such information to protect the privacy of the subjects of that information and to maintain public faith in the employee's and MPPDs commitment to preserving such confidences.

##### **2. Rules**

- a. Employees shall not knowingly violate any legal restriction for the release or dissemination of information.
- b. Employees shall not, except in the course of official duties or as required by law, publicly disclose information likely to endanger or embarrass victims, witnesses or complainants.

- c. Employees shall not divulge the identity of persons giving confidential information except as required by law or MPD policy.
- d. Employees shall not give any lawyer, bondsman, agent of either, or any other person unauthorized or confidential information regarding prisoners in confinement, suspects in a case, property held, or records of the Department.
- e. Employees shall not knowingly remove or destroy, or cause such action, to any report, document, or record without authorization.

#### **I. Application**

Any disciplinary actions arising from violations of this policy shall be investigated in accordance with MN Statute section 626.89, Peace Officer Discipline Procedures Act and the MPPD's policy on Allegations of Misconduct as required by MN Rules sections 6700.2000 to 6700.2600.

### **5-103 Code of Ethics**

#### **A. All Employees**

1. All sworn and civilian employees of the department shall conduct themselves in a professional and ethical manner at all times and not engage in any on or off-duty conduct that would tarnish or offend the ethical standards of the Department or the MPRB.

#### **B. Law Enforcement Code of Ethics**

MPPD sworn employees shall comply with the IACP Law enforcement Code of Ethics:

"As a Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both by personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear of favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession...law enforcement."

## **5-104 Impartial and Professional Policing**

### **I. Purpose**

- A.** The reality or public perception of racial profiling alienates people from police, hinders community policing efforts, and causes law enforcement to lose credibility and trust among the people law enforcement is sworn to protect and serve.
- B.** This anti-racial profiling policy is established in accordance with MN Statute section 626.8471 Subd. 4 to govern the conduct of peace officers engaged in stops of citizens and other law enforcement actions.

### **II. Definitions**

**Racial profiling:** has the meaning given to it in MN Statute section 626.8471, Subd. 2. which states:

- 1. "Racial profiling" means any action initiated by law enforcement that relies upon the race, ethnicity, or national origin of an individual rather than:
  - a. the behavior of that individual; or
  - b. information that leads law enforcement to a particular individual who has been identified as being engaged in or having been engaged in criminal activity.
- 2. Racial profiling includes use of racial or ethnic stereotypes as factors in selecting whom to stop and search.
- 3. Racial profiling does not include law enforcement's use of race or ethnicity to determine whether a person matches a specific description of a particular subject.

### **III. Policy**

- A.** It is the policy of the Minneapolis Park Police Department to reaffirm our commitment to impartial policing and to reinforce procedures that serve to assure the public we are providing service and enforcing laws in a fair and equitable manner to all.
- B.** It is the policy of the Minneapolis Park Police Department that every aspect of our professional service must demonstrate our commitment to procedural justice, which means to treat others with dignity, giving them voice and respect, being neutral in our decision-making and working to build trust.

- C. Every employee of this Department shall perform their duties in a fair and objective manner.

#### **IV. Procedures/Regulations**

##### **A. Impartial Policing**

1. Policing impartially, not racial profiling, is standard procedure for the MPPD, meaning:  
  
Investigative detentions, pedestrian and vehicle stops, arrests, searches and property seizures by peace officers will be based on a standard of reasonable suspicion or probable cause in accordance with the Fourth Amendment of the United States Constitution and Article 1, Section 10 of the MN Constitution, and peace officers must be able to articulate specific facts, circumstances and conclusions that support reasonable suspicion or probable cause for investigative detentions, pedestrian and vehicle stops, arrests, nonconsensual searches and property seizures.
2. Except as provided below, peace officers shall not consider race, ethnicity, color, national origin, ancestry, immigration status, gender identity or expression, age, creed, religion, sexual orientation, marital status, parental status, disability (including pregnancy), genetic information, veteran's status, status with regard to public assistance, and any other protected class status under state, federal, and local laws in establishing either reasonable suspicion or probable cause:
  - a. Peace officers may take into account the reported descriptors above of a specific suspect or suspects using credible, reliable, recent, locally-based information that links specific, suspected, unlawful or suspicious activity to a particular individual or group of individuals.
  - b. This information may be used in the same way officers use specific information regarding age, height, weight, etc. about specific suspects.

##### **B. Professional Policing**

In an effort to prevent the perception of biased law enforcement peace officers shall use the following practices when contacting any citizen, regardless of the reason for the contact:

1. Be courteous, respectful, polite and professional.
2. Introduce or identify themselves to the citizen and explain the reason for the contact as soon as practical, unless providing this information will compromise the safety of officers or other persons.
3. Ensure that the length of any detention is no longer than necessary to take appropriate action for the known or suspected offense.

4. Attempt to answer any relevant questions that the citizen may have regarding the citizen/officer contact, including relevant referrals to other agencies when appropriate.
5. Provide their name and badge number when requested, preferably in writing or on a business card.
6. Explain and/or apologize if the officers determine that the reasonable suspicion was unfounded (e.g. after an investigatory stop).
7. If asked, provide the procedures for filing a complaint about police services or conduct, in accordance with the Park Police Department's Allegations of Misconduct Policy.

**C. Supervisor Responsibility**

Supervisors shall ensure all personnel in their command are familiar with the content of this policy and are in compliance.

**D. Duty to Report**

Employees shall promptly report any suspected or known instances of bias-based policing to a supervisor.

**E. Duty to Intervene**

Employees shall intervene, when reasonable to do so, to prevent any biased-based actions by another employee.

**F. Report Violations to POST**

1. Alleged violations of this policy shall be reported to POST in accordance with the reporting requirements in MN Statute section 626.8457.
2. The Park Police Chief, or designee, shall coordinate the required reporting to POST.

**5-105 Gifts and Avoiding Influence**

**A. Property**

1. Any money other than that received from unclaimed properties paid or sent to any employee as a result of on-duty police action shall be promptly forwarded to MPRB Finance.
2. All property received as a result of on-duty police action shall be forwarded to the MPD Property and Evidence unit.
  - a. The Property and Evidence unit shall dispose of unclaimed property according to their unit manual.

- b. The property shall be disposed of by being sent to the City Store or to the Minneapolis Police Relief Association in accordance with state law.
3. Employees shall not act as an intermediary in the payment of a reward for the return of stolen property without written authorization by the Park Police Chief or the Chief's designee.
4. Employees shall not purchase, or have purchased for them, any auto or other property sold at a city auction. Employees are also prohibited from owning any such auto or other property purchased at a city auction for one year after the date that the auto or other property is sold at the city auction.

#### **B. Debts and Finances**

1. Employees shall pay all debts when due and shall not undertake any financial obligations which they know or should know they will be unable to meet.
2. An isolated instance of financial irresponsibility will generally not be grounds for discipline except in unusually severe cases. However, repeated instances of financial difficulty may be cause for disciplinary action.
  - a. Filing for a voluntary bankruptcy petition shall not, by itself, be cause for discipline.
  - b. Financial difficulties stemming from unforeseen medical expenses or personal disaster shall not be cause for discipline provided that a good faith effort to settle all accounts is being undertaken.

#### **C. Soliciting or Accepting Gifts on Behalf of the MPRB for MPRB Purposes**

1. Gifts to the MPRB shall only be solicited or accepted in accordance with MPRB Gift Solicitation and Acceptance Policy<sup>3</sup>.
2. Employees with enforcement powers, such as police, shall abide by the MPRB Code of Ethics Policy<sup>4</sup>.

#### **D. Soliciting or Accepting Personal Gifts**

1. Avoid gifts

Employees shall not solicit or accept any gift from an interested person, lobbyist or principal who has a direct financial interest in a decision that that the employee is authorized to make.

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<sup>3</sup> [MPRB Gift Solicitation and Acceptance Policy](#)

<sup>4</sup> [MPRB Code of Ethics Policy](#)

## 2. Return gifts

Any employee who receives any gift prohibited by this section shall return, dispose of, or request that the Board of Commissioners accept the gift on behalf of the MPRB.

## 3. Exceptions

The prohibitions in this section do not apply if the gift is:

- a. A campaign contribution as defined in MN Statute section 10A.01, subd 11;
- b. A service to assist an official in the performance of official duties, including, but not limited to providing advice, consultation, information and communication in connection with legislation, or services to constituents;
- c. A service of insignificant monetary value;
- d. A plaque or similar memento recognizing individual services in a field of specialty or to a charitable cause;
- e. A trinket or memento of insignificant value;
- f. Informational material of unexceptional value;
- g. The MPRB Code of Ethics Policy states:

### *Gifts*


*Officials, employees, and volunteers, including their family members and associated businesses, must not solicit or receive anything of significant value from other parties. This may include gifts, favors, services, or promises of future employment. The cumulative value of all such items received in a calendar year from any one party must not exceed one hundred dollars (\$100.00) and may only be accepted with the mutual understanding that such items will not have an influence on the discharge of duties.*

## **5-106 Department-Sanctioned Social Events**

- A. In an effort to remain professional at all times, including department-sanctioned social events, the following guidelines shall be followed:
  1. Employees are not allowed to solicit door prizes while on-duty or in the name of the Minneapolis Park Police Department for an event.
  2. Attendance at off-duty social events is optional.
  3. Awarding alcoholic beverages as door prizes is prohibited.

4. Complimentary alcoholic beverages are prohibited.
  5. If the event is not held on MPRB property, advertising at a public establishment connecting the gathering to the MPPD is prohibited.
  6. Supervisors, while in attendance at said events, are responsible for the actions of officers under their command at the event.
  7. Inappropriate behavior at an event should immediately be reported to a supervisor.
- B.** If security is needed for an event, arrangements should be made by the organizer.

Department policy approved by:

 \_\_\_\_\_ 10/19/22 \_\_\_\_\_

Al Bangoura, Superintendent

Date