

49. Civilian Detention Officer Sylvia Firpi

**Summary Explanatory report authored by Detention Officer Sylvia Firpi**

On October 22, 2017, Detention Officer Firpi reports that due to the high volume of prisoners that had come into Booking minutes before prior to shift change, things were chaotic. Detention Officer Firpi notes that the following sequence of events happened to the best of her recollection. Detention Officer Firpi documents that she decided to help an officer with the intake of a prisoner and heard a thud coming from the holding cell and as she looked back, she observed that Carmelo Mendez had collapsed while handcuffed. Detention Officer Firpi states that she called his name a couple of times and he immediately became responsive. Detention Officer Firpi indicates that she properly handcuffed and shackled Carmelo Mendez for immediate transport to [REDACTED] 2 - HIPAA

**Summary of statement given by Civilian Detention Officer Sylvia Firpi summarized by Sergeant Fabio Pereira, Detention Firpi stated the following among other things:**

This is the summary of the statement given by Detention Officer Sylvia Firpi. This interview was conducted by Sergeant Santiago Llanos and present was Sergeant John Burke on March 14, 2018. This interview utilized audio taped log # 6034. The Interview was conducted at the Office of Internal Affairs located at 999 Broad Street Bridgeport, Connecticut. This interview is regarding an internal investigation initiated by the Chief of Police Armando J. Perez involving an incident at 316 Colorado Avenue on October 21, 2017 at approximately 2200 hours.

During the interview, Detention Officer Firpi stated that she was working in the night in question with Detention Officer Jose Figueroa and that her shift was from 2300 hours to 0700 hours. Detention Officer Firpi relates that when she walked into Booking, there were a lot of officers there and that the medics were also on scene. Detention Officer Firpi indicates that there were a lot of people in Booking, holding cells, and the processing area where the fingerprint machine is.

Detention Officer Firpi described Booking as very chaotic and that there was a lot of screaming and yelling and remembers questioning someone as to why there were so many people out and why, was the situation, not controlled. Detention Officer Firpi remembers patting someone down and helping the officers with the arrest cards and taking over so that the prior shift could leave. Detention Officer Firpi states that she remembers a female dressed in a Wonder Woman costume.

Detention Officer Firpi expresses that it is not normal to see a situation in Booking like the way it was. Detention Officer Firpi states that there was not a supervisor on scene and believed that there was a confusion with the sergeant. Detention Officer Firpi relates that the medics were there for Carmelo Mendez when she came in and that they were waiting for a police escort. Detention Officer Firpi notes that she observed blood and swelling on his face when he was in the holding cell and she wanted to make sure that the individuals in the holding cell were in the cell block. Detention Officer Firpi indicated that Carmelo Mendez had abrasions on his forehead which were covered in blood and were already there when he came in. (Page 8, line 333)

Detention Officer Firpi states that while at Booking, she heard when Carmelo Mendez collapsed to the ground while he was inside the holding cell. Detention Officer Firpi conveys that she went in there and uncuffed Carmelo Mendez and attempted to get some vitals, but that he became responsive right away. According to Detention Officer Firpi, it is not uncommon for someone to be handcuffed in the holding cell if they have not been patted down and she stated it was for a safety reason. Detention Officer Firpi

reports that she repositioned the handcuffs to the front because they were behind his back. Detention Officer Firpi indicates that they shackled him, and he was sent off to the Hospital.

Detention Officer Firpi stated that she remembers Detention Officer Figueroa speaking about one of the prisoners, Peter Diaz, being a distant relative of the family, but that he does not associate with him because he is a problem child. Detention Officer Firpi contends that she cannot remember or pinpoint anything in particular about Detention Officer Figueroa or Sergeant Paul Scillia. Detention Officer Firpi explained that it was just the two of them and between the phones, the door, and the officers it is hard to remember anything in particular.

Detention Officer Firpi relates that she remembers speaking to Peter Diaz who was in cell 7 and that he had a leg injury. Detention Officer Firpi notes that she spoke to him to find out what had occurred, but that he was non-compliant. Detention Officer Firpi states that she cannot recall the medics wheeling Peter Diaz out in a wheelchair or Sergeant Scillia saying anything to him.

Detention Officer Firpi claims during her interview that she does not recall Sergeant Scillia explaining to Detention Officer Figueroa how he accidentally hit Peter Diaz in the face because he pulled the belt buckle or that he accidentally hit Peter Diaz's bad ankle as he walked in front of him.

According to Detention Officer Firpi, she was running the desk the day in question and was not doing any of the processing. Detention Officer Firpi states that normal procedure would be to take a picture of the left, front, and right side of the individual. Detention Officer Firpi relates that they would take additional photos for tattoos and if there are injuries on other parts of the body. Detention Officer Firpi indicates that a reason that the pictures would not have been taken is that it could have been a camera malfunction, or the person went to the Hospital and did not take the pictures. Detention Officer Firpi also notes that the individual could be non-compliant. Detention Officer Firpi notes and that it is part of their training to take all the pictures.

Detention Officer Firpi states that she was directed to write a report by Sergeant Jeffrey Long because Carmelo Mendez had fallen in the holding cell. Detention Officer Firpi conveys that this occurrence and any injuries would also have been documented on the blotter. *(Please see Timeline of the Blotter below)* Detention Officer Firpi indicates that in a normal situation if an officer brings in an individual that has been arrested they will advise them to bring the arrested party to the Hospital, but that they rely on the supervisor who has the final word. Detention Officer Firpi conveys that in her experience if the arrested party has any visible injuries they should go straight to the Hospital and receive treatment.

**Summary Timeline of Events of Booking Daily Log 10/21/2017 through 10/22/17**  
**10/21/17: Sergeant Belinkie, Detention Officer Cruz, Detention Officer May**

2250: (Entry) Officer Bepko called for Medics 2250: (Entry) At 2250 multiple parties entered booking, 6 males, 2 females from file 297. Peter Diaz and Fernando Morales were combative. 4 males were placed in the holding cell while at the desk Peter Diaz became combative and spat at Officer Lattanzio. Peter was taken down to gain control and was escorted to cell number 7. Peter Diaz was helped to cell due to pins in leg. 2258: (Entry) Medics arrived at Booking Prisoner Carmelo Mendez

**2300: Sergeant Jeffrey Long 1<sup>st</sup> Half & Sergeant Joaquim DeBarros 2<sup>nd</sup> half, Detention Officer Sylvia Firpi, Detention Officer Jose Figueroa**

Approximately 2340 (Entry) Carmelo Mendez collapsed in holding cell was quickly seen by medics who were already there and he came to right away. Officer Paz / Konoval transport Carmelo Mendez to

2 - HIPAA

2345.2319: (Entry) Medics were called for Peter Diaz who claims to

have been punched in the face prior to Booking entry 2350: Medics arrive 2350: Officer Pecirep / Manning arrive and escort medics to [REDACTED] 2 - HIPAA @ 2354 (Later on) was notified that he did not want to be seen at [REDACTED] 2 - HIPAA so was later transferred to [REDACTED] 2 - HIPAA 0324: (Late entry) Officer Konoval / Paz are back from Bridgeport Hospital with Carmelo Mendez and his release papers 0600: Carmelo Mendez is processed under Arrest # 201705603 and charged with: Interfering with an Officer (53a-167a) & Breach of Peace 2<sup>nd</sup> (53a-181) Bond set at \$5,000 0700: **Sergeant Pribesh / Andrews / Figueroa / Antignani (OT) B-Shift**

#### **Summary of Booking Video capturing the conduct of Detention Officer Firpi**

By reviewing the Booking footage, Detention Officer Firpi walks in through the report writing area at 10:59:18 and then walks to the Booking desk. At this time, there are several officers in Booking and Fernando Morales, Carmelo Mendez, Ramon Davila, and Jose Rosario are in the holding cell. Detention Officer Firpi is then seen in the booking desk organizing and putting things in place.

At 11:02:43, Detention Officer Firpi walks over to the holding cell and starts to verify all of the prisoner's information. The medics are on scene and observed speaking to Carmelo Mendez while officers start to process the prisoner. Detention Officer Firpi then speaks to Detention Officer May who is explaining everything to Detention Officer Firpi.

At 11:06:40, Detention Officer Firpi goes to the male cell 7 where Peter Diaz is at and she seems to be asking him question, however, since there is no audio the conversation between the two cannot be determined. **Detention Officer Firpi relates in her interview that she remembers speaking to Peter Diaz who was in cell 7 and that he had a leg injury and noted that she spoke to him to find out what had occurred, but that he was non-compliant.** Detention Officer Firpi then goes back out to the Booking desk and is again putting everything in place. Detention Officer Angelique Cruz is also observed explaining about the prisoners to Detention Officer Firpi.

Detention Officer Firpi then walks over the holding cell and asks Carmelo Mendez about him going to the Hospital. Note that the medics are on scene. (11:09:20) The remainder of the time, Detention Officer Firpi is observed putting everything in place and organizing the prisoner's property. Detention Officer Firpi then assists in the processing of prisoner Fernando Morales which includes his property and money.

At 11:31, when Carmelo Mendez falls in the holding cell, Detention Officer Firpi is still processing Fernando Morales. Detention Officer Firpi immediately goes to the booking desk and grabs the key for the holding cell and opens it for the medics. Detention Officer Firpi goes right in the holding cell and starts to call his name and starts to remove his belt. With the help of the medics and other officers, Carmelo Mendez is sat up.

**Note that Detention Officer Firpi reported in her interview that she went in there and uncuffed Carmelo Mendez and attempted to get some vitals, but that he became responsive right away. Detention Officer Firpi reports that she repositioned the handcuffs to the front because they were behind his back. Detention Officer Firpi also mentions this in her report, however, the video shows that it is Officer Steven Silva and Sergeant Scillia that remove the handcuffs from Carmelo Mendez who is then brought to the ambulance in a wheelchair.**

Detention Officer Firpi then goes back to the booking desk to finish the processing of Fernando Morales. Once Fernando Morales is brought to his cell, Detention Officer Firpi continues with the processing of the paperwork for Booking.

Detention Officer Firpi also goes and checks on the female's cells and checks their information. At 11:51:25 when the medics and Sergeant Scillia and Officer Pecirep goes to the cell # 7 to take Peter Diaz, Detention Officer Firpi is at the Booking desk processing the paperwork for the prisoners.

At 11:54:12, Detention Officer Figueroa comes down to the Booking desk from cell # 7 and is upset about his incident with Peter Diaz. Detention Officer Firpi tells him to come down and at this point, Peter Diaz in by the sally port door in the wheelchair. Detention Officer Firpi walks over to Peter Diaz and asks if there are any shackles and she is advised by the medic that they cannot get it around his leg. Detention Officer Firpi then walks over to the Booking desk and opens the door for the medics and the officers who are bringing Peter Diaz outside to be brought to the Hospital.

While he is being wheeled out through the first sally port doors, Sergeant Scillia tells Peter Diaz, "Have fun Sir, hope you feel better." At this point, Detention Officer Firpi is still holding the door open for the medics and the officers.

Once Peter Diaz is out through the doors, Sergeant Scillia walks over to the booking desk and stands between Detention Officer Firpi and Detention Officer Figueroa and relates that his hand slipped while securing Peter Diaz seatbelt and that he tripped and hit Peter Diaz's bad ankle.

Detention Officer Firpi is watching the cameras as Peter Diaz is being wheeled and also appears to be reading the Booking blotter and making notes. Detention Officer Figueroa then explains to Sergeant Scillia that he does not hang out with that side of the family and Sergeant Scillia indicates how one of the prisoners is cooperative. Right after, the telephone rings and Detention Officer Firpi answers.

***Note that during her statement, Detention Officer Firpi stated that she remembered Detention Officer Figueroa speaking about one of the prisoners, Peter Diaz, being a distant relative of the family, but that he does not associate with him because he is a problem child. Detention Officer Firpi contends that she cannot remember or pinpoint anything in particular about Detention Officer Figueroa or Sergeant Paul Scillia. Detention Officer Firpi explained that it was just the two of them and between the phones, the door, and the officers it is hard to remember anything in particular. Detention Officer Firpi also claimed during her interview that she does not recall Sergeant Scillia explaining to Detention Officer Figueroa how he accidentally hit Peter Diaz in the face because he pulled the belt buckle or that he accidentally hit Peter Diaz's bad ankle as he walked in front of him. Even though the video shows that Detention Officer was next to both Sergeant Scillia and Detention Officer Figueroa, Detention Officer Firpi contends that she does remember the conversation.***

At 11:58, Sergeant Long approaches both Detention Officer Firpi and Detention Officer Figueroa and advises them to write a report pertaining to Carmelo Mendez falling inside the cell. Note that Detention Officer Figueroa is the officer that processes Carmelo Mendez. During the rest of Detention Officer Firpi's shift, there is no other unusual occurrence and she is observed leaving Booking at 08:50:55 through the reporting room door. Note that Detention Officer Firpi was scheduled to be off of work at 0700, however, it appears she stays over to write her report to Sergeant Long and to straighten out the paperwork from her shift.

**The undersigned Sergeant has determined Civilian Detention Officer Sylvia Firpi has no sustained Bridgeport Police Department Rules and Regulations/ Policy and Procedure violations at this time.**

50. Civilian Detention Officer Jose Figueroa

**Official Explanatory Report authored by Detention Officer Jose Figueroa (Verbatim)**

REF: INCIDENT IN BOOKING HOLDING CELL CARMELO MENDEZ

WHILE REPORTING FOR DUTY ON ABOVE DATE AT 2300HRS WALKING INTO BOOKING THERE WERE NUMEROUS OFCS AND PRISONERS ON SCENE AND IT WAS [SIC] CHAOTIC I WASN'T SURE OF WHAT WAS GOING ON AT THE TIME. MEDICS WERE ON SCENE AT THE FRONT OF THE BOOKING DESK THEN ALL OF A SUDDEN, THEY RAN INTO THE HOLDING CELL PRISONER CARMELO MENDEZ COLLAPSED TO THE FLOOR THEN TRANSPORTED TO THE HOSP WITH COVER CAR. NOTHING FURTHER TO REPORT AT THIS TIME.

**Summary of statement given by Civilian Detention Officer Jose Figueroa summarized by Sergeant Santiago Llanos, Detention Office Figueroa stated the following among other things:**

On March 16, 2018, Sergeant Santiago Llanos and Sergeant Jessi Pizarro conducted a taped interview of Detention Officer Jose Figueroa in the Office of Internal Affairs. *See Detention Officer Figueroa's complete statement for specific details.*

Detention Officer Figueroa has been employed with the City of Bridgeport as a Detention Officer for approximately 18 years. Detention Officer Figueroa stated that on October 21, 2017, he arrived in Booking to begin his shift at approximately 11 o'clock. Detention Officer Figueroa stated he remembers other Detention Officers that were on the C shift, which were Detention Officers Humphrey, Cruz, Firpi, Hector and May.

Detention Officer Figueroa stated Booking was chaotic. He stated he remembered seeing a bunch of Police vehicles on the Booking ramp and a bunch of Police Officers in Booking. He stated the big holding cell was full.

Detention Officer Figueroa stated he went straight to the fingerprint and photograph machine and started to process people, fingerprint and photograph. He stated he recalled seeing the medics, at the front desk, and Detention Officer Firpi was there as well. He stated all of a sudden, they heard someone falling or something like that, and saw the medics, then Detention Officer Firpi running into the holding cell. Detention Officer Figueroa stated he didn't go because there were too many people, so he stood out of the way.

Detention Officer Figueroa stated once the medics and Detention Officer Firpi assisted, Carmelo Mendez, they put him in a stretcher and sent him to the hospital. Detention Officer Figueroa stated continued processing people.

Detention Officer Figueroa stated he went to assist with another prisoner transport to the hospital which was in cell #7 by the name of Peter Diaz who had an injured leg. Detention Officer Figueroa stated he went up there with the shackles, cuffs and the belt. He stated he went up with the medics, Sergeant Scillia and Officer Pecirep.

Detention Officer Figueroa stated they took him out of the cell. They had to get the chair for him because he couldn't walk because he had a broken or fractured or sprained leg. He stated he took him out and sat him in a chair and said, "I gotta try to put these leg irons on your legs." Detention Officer Figueroa stated Peter Diaz looked at him and said, "Why don't you just wrap that chain around your wife's pussy?" (Page

8, line 340-341)

Detention Officer Figueroa stated that kind of upset him. He then pointed at Peter Diaz's chest and said "Listen, I'm (Yvette)'s cousin, you need to fuckin chill." (Page 9, line 361) Detention Officer Figueroa stated he then went around to the opposite side, because he knew his son was there, and he told Peter's son, "Why don't you tell your dad just to chill, because he's just being an asshole right Now" (Page 9, line 368) and Detention Officer Figueroa walked away.

Detention Officer Figueroa stated he did not know Peter as far as that side of the family's concerned because it is what it is with them. He was not sure that Peter knew him. Detention Officer Figueroa stated he then saw Peter's son there, as well, Raymond Davila who told him Peter was his dad. Detention Officer Figueroa stated he did not know Raymond that well, but knew he was that he was his cousin's son, but he never knew that Peter was Raymond's father. Detention Officer Figueroa stated he has seen him in booking before but had no idea that his cousin's son or his cousin's boyfriend at the time.

Detention Officer Figueroa stated after Peter said what he said to him, he was able to put the shackles on his good leg not the bad leg and shackled it to the metal belt part so he does not get up and walk away.

Detention Officer Figueroa stated he told Sergeant Scillia that Raymond Davila was his cousins son but did not know Peter Diaz was his dad. He stated he told Sergeant Scillia Peter had upset him and he was acting like a jerk up in the cells.

When asked Detention Officer Figueroa stated he remembered Sergeant Scillia telling him the strap on the chair (used to transport Mr. Diaz) was not secured and as he secured it for Mr. Diaz he said it slipped as he tried to secure him and pushed his strap, and he accidentally hit him.

Detention Officer Figueroa stated Sergeant Long asked him to write a report regarding what happened. Detention Officer Figueroa stated he wrote that he reported for duty on the above date at 2300 hours, walking into booking there were numerous officers and prisoners on scene and it was chaotic. He wasn't sure of what was going on at the time. Medics were on the scene at the front of the booking desk. Then all of a sudden, they ran into the holding cell. (Carmelo Mendez) collapsed to the floor. The ambulance transported him to a hospital with a cover car. Nothing further to report at this time.

Detention Officer Figueroa stated he did not feel that what happened up in the holding cell wasn't a big of enough incident for him to write about because it's not the first time that someone's told him stuff like that. Detention Officer Figueroa stated when Peter Diaz came back from the hospital they were fine. Detention Officer Figueroa stated he processed him fingerprinted him and photographed him. There were no issues.

When asked how much force he tapped Mr. Diaz in his chest with using his finger, Detention Officer Figueroa stated just a little, like tac-tac, like stop doing what you're doing. He stated he Was trying to calm things down a bit, nothing forceful. A couple touches on his chest and that was it.

**The undersigned Sergeant has determined, based on the statement of Detention Officer Jose Figueroa coupled with the facts and circumstances revealed and obtained during the course of this investigation, that the preponderance of evidence has been substantiated to conclude Detention Officer Jose Figueroa has violated Bridgeport Police Policy and Procedures/Rules and Regulations.**

51. K-9 Police Officer Heriberto Rodriguez

**Summary of statement given by K-9 Police Officer Heriberto summarized by Sergeant Santiago LLanos, he stated the following among other things:**

On April 21, 2018, Sergeant Santiago LLanos and Sergeant John Burke conducted a taped interview of Officer Heriberto Rodriguez in the Office of Internal Affairs. *See Officer Rodriguez's complete statement for specific details.*

*Summary of Officer Rodriguez's statement he stated the following among other things:*

Officer Rodriguez stated he has been employed with the City of Bridgeport as a police officer for approximately 21 years and is currently a K9 officer. Officer Rodriguez stated on the night of this incident, (October 21, 2017), he heard over the police radio, a 10-32 (Officer needs assistance) called out. Officer Rodriguez stated he responded. (316 Colorado Avenue) Officer Rodriguez stated he responded from the north end of Bridgeport and he arrived toward the tail end of the incident because it took him a little while to get to the scene.

Officer Rodriguez stated he parked his car and got out with his dog. He stated he found the house, looked down the driveway and saw that Officer Mullenax was already in the driveway with his dog, so he stayed out on the street. Officer Rodriguez stated by the time he arrived on scene, everything appeared to be calm.

Officer Rodriguez stated at one point he observed someone arrested being walk to a police vehicle but could not recall what the individual looked like.

Officer Rodriguez stated he never entered the backyard, nor did he speak to anyone. Officer Rodriguez stated he was only on scene for approximately ten or fifteen minutes and eventually made his way back to the car and put his dog away and left the scene.

**The undersigned Sergeant has determined K-9 Police Officer Heriberto Rodriguez has no sustained Bridgeport Police Department Rules and Regulations/ Policy and Procedure violations at this time.**

52. Police Officer Mario Pecirep

**Summary of Official Explanatory Report authored by Officer Mario Pecirep on 10/28/17**

Officer Pecirep reports that he was assigned to a hospital detail on 10/22/17 for a prisoner Peter Diaz who had injuries prior to the incident on 10/21/17 in which he was in a wheel chair. Officer Pecirep relates that Peter Diaz told him that he was in a jet-ski accident a few weeks prior in which he broke his leg. Officer Pecirep notes that Peter Diaz was originally transported to [REDACTED] 2 - HIPAA for his possible injuries in which he complained of swelling that wasn't there before. Officer Pecirep articulates that Peter Diaz was at [REDACTED] 2 - HIPAA on 10/20/17 for his injuries to his broken leg. Officer Pecirep documents that while en route to [REDACTED] 2 - HIPAA Peter Diaz made remarks to the AMR staff, calling her a "fat bitch" and telling her not to touch him and that he doesn't want her to treat him.

According to Officer Pecirep, Peter Diaz kept saying that he did not want to go to [REDACTED] 2 - HIPAA and was going to refuse medical attention upon arrival. Officer Pecirep states that upon arrival to [REDACTED] 2 - HIPAA [REDACTED] 2 - HIPAA Peter Diaz refused to be examined and treated by all staff members and insisted on going to [REDACTED] 2 - HIPAA. Officer Pecirep indicates that Peter Diaz was taken to [REDACTED] 2 - HIPAA initially because the other party from the incident was at [REDACTED] 2 - HIPAA already. Officer Pecirep states that he then contacted the booking sergeant and was given permission to have Peter Diaz sent to [REDACTED] 2 - HIPAA [REDACTED] 2 - HIPAA and was then transported to [REDACTED] 2 - HIPAA.

Officer Pecirep conveys that while en route to [REDACTED] 2 - HIPAA Peter Diaz made a remark toward his arresting officer and Sergeant Scillia stating, "I know who that cop was that arrested me, when I bond out, I'm going to find him and whoop his ass, I swear it on my kids." Officer Pecirep adds that he then made the remark, "And that short dude from booking (referring to Sgt. Scillia), I'm gonna fuck him up too." Officer Pecirep noted that Peter Diaz also mentioned that he knew the family of booking officer Figueroa and will come back for him as well.

Officer Pecirep relates upon arrival to [REDACTED] 2 - HIPAA Peter Diaz was met by attending emergency room physicians in which he became verbally abusive towards them by yelling out obscenities and swearing at them. Officer Pecirep explains that a short time later, he was attended by the physician that handled his original injury and that the physician stated that his injuries looked no different from the last time he saw Peter Diaz on 10/20/17.

Officer Pecirep states that Peter Diaz went on to tell him that he knows that our Police Training Academy recruits train at Newfield Park off Newfield Avenue and that he watches them. According to Officer Pecirep, Peter Diaz stated, "it would be a shame if something crazy happen to some cops" and also stated, "if someone were to wage a gun war on cops, we would lose because we would be surprised". Officer Pecirep reports that he asked Peter Diaz what he meant by that and he replied, "Don't worry about it".

Officer Pecirep noted that Peter Diaz has been arrested before for assaults on police officers and that he also claimed that "it's not difficult for him to get a piece." Additionally, Officer Pecirep stated that he kept reiterating that when he gets released, he's going to come back for the cops that arrested him on 10/21/17.

**Summary of statement given by Officer Mario Pecirep summarized by Sergeant Fabio Pereira, he stated the following among other things:**

This is the summary of the statement given by Officer Mario Pecirep. This interview was conducted by Sergeant Santiago Llanos and present was Sergeant Fabio Pereira and Union Steward Luis Pomales on April 24, 2018. This interview utilized audio taped log # 6062. The Interview was conducted at the Office



of Internal Affairs located at 999 Broad Street Bridgeport, Connecticut. This interview is regarding an internal investigation initiated by the Chief of Police Armando J. Perez involving an incident at 316 Colorado Avenue on October 21, 2017 at approximately 2200 hours.

During the interview, Officer Pecirep stated that he came in early as he was scheduled to work on the A-shift for car Amber 20 on overtime. Officer Pecirep relates that he came in early and was in the locker room getting changed and heard the call of the 10-32 (Officer needs assistance) on the radio. Officer Pecirep states that he then got the closest A-shift car and went to Colorado Avenue.

Officer Pecirep states that he was one of the last cars to arrive because when he pulled up to Colorado Avenue, the street from mid-block was completely blocked in with patrol and detective cars. Officer Pecirep indicates that he parked at the corner of Fairfield Avenue and Colorado Avenue and walked the rest of the way to the incident.

Officer Pecirep states that he then walked in to the front of the house and there were several bystanders who were video recording and cursing at them and described these parties as a wild crowd and many of them look intoxicated. Officer Pecirep relates that he did not see anyone resisting and heard music playing when he arrived on scene. Officer Pecirep indicated that everyone was clearing out and walking away to clear the scene. Officer Pecirep relates that he remembers seeing a heavy Hispanic male being escorted to a patrol vehicle, but that this individual was not resisting, and he did not observe any injuries. Officer Pecirep states that he then left the scene and went back to patrol.

Officer Pecirep states that later while at patrol he was called to Booking for a prisoner transport. Once in Booking, he met with Sergeant Scillia who informed him that one of the parties that was arrested from the Colorado Avenue incident needed to go to the hospital because he was incapacitated from an injury on his leg.

Officer Pecirep relates that he, Sergeant Scillia, Detention Officer Jose Figueroa, and the medics went up to the holding cell where the Peter Diaz was being kept. Officer Pecirep states that Peter Diaz was extremely intoxicated and that he was slurring his words and was one of the parties that were just constantly cursing and yelling obscenities at them. Officer Pecirep stated that it was not just at the officers but at the detention officers as well. Officer Pecirep conveys that they were attempting to get him into the medical wheelchair and that Peter Diaz was going back and forth with them and the other cellmates that were in the other cells next to him.

Officer Pecirep notes that there was some struggle with him and that he did not want to be touched as he was getting into the wheelchair and that they were just trying to find the calmest way, least physical way to get him into a wheelchair so that they can get him to the hospital. Officer Pecirep reports that Peter Diaz just didn't want to comply and did not want to do anything he was told. Officer Pecirep states that eventually Peter Diaz stood up and sat in the wheelchair.

Officer Pecirep stated that once he was secured in the wheelchair, Detention Officer Figueroa was trying to put the shackles around Peter Diaz's ankles, but that he would sway his foot and make it completely complicated for Detention Officer Figueroa. Officer Pecirep relates that Peter Diaz was disrespectful and was making comments about Detention Officer Figueroa's family, particularly his wife. Officer Pecirep indicates that it did not sit well with Detention Officer Figueroa.

According to Officer Pecirep, while Peter Diaz was in the wheelchair, he remembers Sergeant Scillia securing one of the straps in the wheelchair. Officer Pecirep states that from where he was standing, he did not observe anything unusual about the way Sergeant Scillia strapped Peter Diaz. Officer Pecirep

conveys, "Not that I know of, no. I don't remember. I just remember the strapping, and I don't remember him making any other contact." (Pecirep 1050-1051) Officer Pecirep also states that he does not remember Sergeant Scillia striking Peter Diaz.

Officer Pecirep conveys that he was standing on the side and it looked like Sergeant Scillia tripped over and made contact with Peter Diaz's injured leg. Officer Pecirep states that it was a confined space and that there were four people all together. Officer Pecirep relates that he did not know if Sergeant Scillia lost his footing or what he was trying to do, but that he remembers sergeant falling over him and making contact with his injured leg. Officer Pecirep states that Sergeant Scillia apologized right after he made contact with Peter Diaz's injured leg.

Officer Pecirep imparts that Peter Diaz was already hostile and was bitter that Sergeant Scillia had made contact with his leg and started to make comments the whole time. Officer Pecirep is asked if at any time, he remembers Peter Diaz making any comment about Sergeant Scillia and he states that he does not remember.

Officer Pecirep states that he was to the right of Peter Diaz and closest to the wall and that once Peter Diaz was secured, the medics brought him down the ramp in the wheelchair without incident. Officer Pecirep states that they went to the front desk area and waited for another car to arrive, who ended up being Officer Mildred Manning and they then brought him to the ambulance. Officer Pecirep conveys that the medics handled the wheelchair the whole time and he just stayed behind them.

Officer Pecirep contends that he cannot remember Sergeant Scillia making any comments towards Peter Diaz. Officer Pecirep explains, "I - again, I - I can't remember exact words what he said or - or anything, or his attitude towards him. Um, but at that point, personally, I just wanted to get out of there. Get him in the bus and just go to the hospital. But in terms of what (Scillia) said to him, I honestly can't remember, like." (Pecirep 795-798) Officer

Pecirep contends that he does not remember Sergeant Scillia being sarcastic towards Peter Diaz as he was leaving and believed that he as well as Sergeant Scillia acted professional.

Officer Pecirep states that Peter Diaz was then transported to [REDACTED] 2 - HIPAA and once they arrived, he did not want to be seen by any of the doctors and made remarks that his grandmother or his mom died in [REDACTED] 2 - HIPAA because of poor care and he did not want to be there. Officer Pecirep documents that when they got him into the emergency room and in by the end of the front lobby, he was making remarks and telling the doctors not to touch him, and he refused care. Officer Pecirep indicates that he then contacted the Booking supervisor and advised him of the situation and they ended up going to [REDACTED] 2 - HIPAA

Officer Pecirep relates that while at [REDACTED] 2 - HIPAA Peter Diaz became a little more compliant with him and that he calmed down. Officer Pecirep states that he eventually was relieved and went back on the road. Officer Pecirep states that he wrote an explanatory report to Sergeant Ivan Delgado and that no one requested it from him and it was just something that he brought up to a supervisor. Officer Pecirep thought the comments made by Peter Diaz towards police officers while at the Hospital was concerning.

According to Officer Pecirep, he made comments like, "I'm gonna get back the - whoever that cop was, um, that hit me. I'm gonna get him back once I get out." (Pecirep 1333-1334) Officer Pecirep notes that he made some remarks about him having a bunch of guns and remarks about how he watches our training academy train at Newfield Park. Officer Pecirep added that the fact that Peter Diaz knew that officers train at Newfield Park and in the afternoon, was alarming to him because those are unarmed officers. Officer Pecirep also indicated that Peter Diaz was making remarks about how vulnerable officers are and that we should watch our back, especially when we are on road jobs and at the training academy. Officer

Pecirep stated that Peter Diaz made those remarks because of how it is easy to just drive by and shoot officers in the back.

Officer Pecirep stated that Peter Diaz continued to make remarks about Sergeant Scillia and how he was gonna get him and also how he was gonna get the other officer that arrested him. Officer Pecirep stated that Peter Diaz was saying that Sergeant Scillia messed up his leg again and was complaining of pain too. Officer Pecirep points out that Peter Diaz only complained about the contact with his leg. Officer Pecirep notes that Peter Diaz was belligerent from the moment he got there and that he had not seen Peter Diaz until he got to Booking and never seen him before in his life. Officer Pecirep expressed that because he was that way towards him, he was not sure if he just didn't like cops and he was just being that way towards everybody.

During the interview, Officer Pecirep is advised that he knows that Booking has video and sound and is asked again if he remembered Sergeant Scillia striking Peter Diaz at any point, but Officer Pecirep states that he does not recall and that it was a busy night.

#### **Summary of Video Footage provided by Attorney Robert Berke capturing the conduct of Officer Pecirep**

By reviewing this video footage under channel 1 which shows the North side of 316 Colorado Avenue, Officer Pecirep is observed walking towards the house at the same time Carmelo Mendez is being walked to a police car. Officer Pecirep then walks in the camera view under channel 7 which face the front of the house. (10:32:36) Officer Pecirep goes over to a couple of officers that are standing by the driveway, but never goes to the back of the house. At 10:34:37, Officer Pecirep leaves and is observed leaving the scene and walking back to his patrol vehicle.

#### **Summary of Booking Video capturing the conduct of Officer Pecirep**

By reviewing the Booking footage, Officer Pecirep is observed entering Booking at 11:48:34 and then stays by the booking desk with Sergeant Scillia. At 11:51:36, Officer Pecirep along with Sergeant Scillia, Detention Officer Figueroa, and the medics walk up the ramp and to cell 7. The medics have a wheelchair with them. At 11:51:48, Detention Officer Figueroa opens the male cell # 7 door open and a viewer can see Sergeant Scillia speaking to Peter Diaz. Note that there is no audio at this location, therefore we cannot determine what is being said. Peter Diaz is at this point sitting in the metal bed while he is speaking to Sergeant Scillia.

At 11:52:20, Peter Diaz gets up on his own from the metal bed and the medics bring the wheelchair right in front of the door. Peter Diaz hops over to the chair and sits on his own. Note that while attempting to sit in the chair, one of the medics attempts to aid him by putting her hands in his arms, but it appears Peter Diaz quickly shake his head and the medic takes her hands away from him.

Once seated, Peter Diaz is facing the cell and the medics cover him with a sheet and start to strap him in to the chair. At this point, Officer Pecirep and Sergeant Scillia are right in front of male cell # 6 which is to the left of the cell # 7. As Peter Diaz is being strapped in a viewer can see that Peter Diaz and Sergeant Scillia are having words. The viewer can see the medics pull the strap from the wheelchair in order to tighten it.

The medics then move the chair back and Detention Officer Figueroa moves right in front of Peter Diaz in order to shackle his legs. (11:53:18) It appears that Detention Officer Figueroa is having trouble shackling Peter Diaz and a viewer can see that he is moving his legs around. The camera view shows the back of Peter Diaz, but a viewer can see that he is talking to Detention Officer Figueroa. *Note that during the*

***interview, Officer Pecirep stated that once he was secured in the wheelchair, Detention Officer Figueroa was trying to put the shackles around Peter Diaz's ankles, but that he would sway his foot and make it completely complicated for Detention Officer Figueroa.***

At 11:53:40, Detention Officer Figueroa then pokes his fingers in Peter Diaz's chest and starts to point at his face. ***Officer Pecirep related during his interview that Peter Diaz was disrespectful and was making comments about Detention Officer Figueroa's family, particularly his wife and he indicated that it did not sit well with Detention Officer Figueroa.***

At the same time Detention Officer Figueroa is talking to Peter Diaz, Sergeant Scillia grabs one of the straps from the wheelchair and tightens it. While he is tightening it, Sergeant Scillia pulls one of the straps in an upward motion and strikes Peter Diaz in the face with a closed fist which causes Peter Diaz head to move back.

While this is going on, Officer Pecirep is standing directly to the right of Sergeant Scillia and steps in closer to Sergeant Scillia as he is tightening the straps. However, Sergeant Scillia strikes Peter Diaz at quickly and inconspicuous while he is holding the straps. When this occurs, Detention Officer Figueroa is attempting to shackle Peter Diaz and is looking down at his feet. ***According to Officer Pecirep, he stated during his interview that while Peter Diaz was in the wheelchair, he remembered Sergeant Scillia securing one of the straps in the wheelchair. Officer Pecirep states that from where he was standing, he did not observe anything unusual about the way Sergeant Scillia strapped Sergeant Scillia and that he does not remember Sergeant Scillia striking Peter Diaz.***

Soon after, Sergeant Scillia walks around Peter Diaz and this is where he makes contact with Peter Diaz's injured leg. Officer Pecirep is again standing in front of cell # 6 looking at Peter Diaz and Sergeant Scillia. Peter Diaz is then brought down the ramp by the medics and to the front of the Booking desk. ***During his interview, Officer Pecirep conveyed that he was standing on the side and it looked like Sergeant Scillia tripped over and made contact with Peter Diaz's injured leg. Officer Pecirep states that it was a confined space and that there were four people all together and that he did not know if Sergeant Scillia lost his footing or what he was trying to do, but that he remembers sergeant falling over him and making contact with his injured leg. Officer Pecirep stated that Sergeant Scillia apologized right after he made contact with Peter Diaz's injured leg.***

When Peter Diaz is by the booking desk, Officer Mildred Manning is already in booking waiting to transport him to the Hospital. The medics then finish securing Peter Diaz in the chair and Officer Pecirep is standing right behind him. As the medics are bringing Peter Diaz out into the sally port, Sergeant Scillia is making comments towards him. Officer Pecirep is standing next to Sergeant Scillia and inside the sally port. ***Officer Pecirep contended during his interview that he could not remember Sergeant Scillia making any comments or his exact words towards Peter Diaz. Officer Pecirep expressed that he just wanted to get out of there and get Peter Diaz in the ambulance and go to the hospital.***

Once Peter Diaz is placed in the ambulance, Officer Pecirep leaves and follows him. Officer Pecirep comes into Booking later in the night to transport another prisoner (not related to Colorado) to the Hospital.

Based on all the aforementioned facts and details obtained via reports, statements, and videos throughout this investigation, it is found that even though Officer Pecirep was standing next to Officer Scillia, one cannot determine whether he observed Sergeant Scillia strike Peter Diaz. Officer Pecirep contends that he did not observe anything unusual about the way Sergeant Scillia strapped in Peter Diaz. Furthermore, Officer Pecirep claims that Sergeant Scillia tripped over Peter Diaz which caused him to make contact with Peter Diaz's leg.

**The undersigned Sergeant has determined Officer Mario Pecirep has no sustained Bridgeport Police Department Rules and Regulations/ Policy and Procedure violations at this time.**

53. Officer Dale Walker

**Summary of statement given by Officer Dale Walker summarized by Sergeant Fabio Pereira, Officer Dale Walker stated the following among other things:**

This is the summary of the statement given by Officer Dale Walker. This interview was conducted by Sergeant Santiago Llanos and present was Sergeant Fabio Pereira and Union Steward Luis A. Pomales on May 24, 2018. This interview utilized audio taped log # 6078. The Interview was conducted at the Office of Internal Affairs located at 999 Broad Street Bridgeport, Connecticut. This interview is regarding an internal investigation initiated by the Chief of Police Armando J. Perez involving an incident at 316 Colorado Avenue on October 21, 2017 at approximately 2200 hours.

During the interview, Officer Walker stated that on the night in questions, he was working car Green 32. Officer Walker stated that he did not respond to 316 Colorado Avenue because he was at another call at the time. In addition, Officer Walker indicated that he also did not respond to Booking.

*Note that Officer Walker is not seen in any of the video footage which was acquired during the investigation at either 316 Colorado Avenue or Booking. A check of the Dispatch Records shows that Officer Dale Walker was assigned to Physical Domestic at [REDACTED] 1 - Federal VAW Act [REDACTED] The records shows that Officer Walker went on scene at 2226 hours around the same time the officers were going on scene at Colorado Avenue.*

**The undersigned Sergeant has determined Officer Dale Walker has no sustained Bridgeport Police Department Rules and Regulations/ Policy and Procedure violations at this time.**

#### 54. Sergeant Scott Waehler

**Summary of statement given by Sergeant Scott Waehler summarized by Sergeant Fabio Pereira, Sergeant Waehler stated the following among other things:**

This is the summary of the statement given by Sergeant Scott Waehler. This interview was conducted by Sergeant Santiago Llanos and present was Sergeant Fabio W. Pereira and Union Luis A. Pomales on May 24, 2018. This interview utilized audio taped log # 6079. The Interview was conducted at the Office of Internal Affairs located at 999 Broad Street Bridgeport, Connecticut. This interview is regarding an internal investigation initiated by the Chief of Police Armando J. Perez involving an incident at 316 Colorado Avenue on October 21, 2017 at approximately 2200 hours.

During the interview, Sergeant Waehler stated that he responded to 316 Colorado Avenue due to the 10-32 (Officer needs assistance) call. Sergeant Waehler relates that he came into work early and when the call came in, he had a vehicle and went to the scene with Lieutenant Robert Sapiro. Sergeant Waehler indicates that when he arrived on scene, he observed lots of police vehicles parked in the street and people running around.

Sergeant Waehler conveys that he walked over towards the house where all the commotion seemed to be and started to walk down the driveway. Sergeant Waehler relates that there was one person being taken into custody when he first came to the driveway and that the individual was in a prone position and the officers were handcuffing him. Sergeant Waehler noted that he did not observe any officer use force on this individual as they were arresting him. Sergeant Waehler states that at that time everyone was basically in handcuffs and that heard people yelling back and forth with the officers. Sergeant Waehler states that there was a lot of commotion and that officers as well as supervisors were in the driveway of the house.

Sergeant Waehler imparts that at the very end, an individual in a pick-up truck drove at the crowd of people and almost hit them. Sergeant Waehler states that he was there when the party was taken out of the vehicle and placed under arrest. Sergeant Waehler relates that he left the scene on his own and went back to patrol and that Lieutenant Sapiro went back to patrol with someone else.

Sergeant Waehler described the scene as a lot of people around and a few children around and that the driveway was well lit. Sergeant Waehler reported that while on scene, he did not see anyone resist or any of the officers getting assaulted or using unnecessary force. In addition, he did not see any injuries on either the officers or any civilians that were present. According to Sergeant Waehler, he did not see a wheelchair while at Colorado Avenue and did not respond to Booking after he cleared from Colorado Avenue.

**Summary of Video Footage provided by Attorney Robert Berke capturing the conduct of Sergeant Waehler**

By reviewing Channel 1 which faces the North side of Colorado Avenue, a viewer can see Sergeant Waehler walking towards the house at. (10:29:20) Sergeant Waehler is then seen under Channel 7 in front of the house for a few seconds and walks towards the back of house through the driveway. Sergeant Waehler is then observed at 10:30:31 under Channel 6 walking in the driveway as Carmelo Mendez is on the ground in a prone position being handcuffed. Sergeant Waehler briefly talks to Officer Bepko and Detective McKenna as Carmelo Mendez is being stood up and escorted to the front of the house.

Sergeant Waehler then walks back and forth between the front of the house and the driveway which can be seen under Channel 6 and 7. At 10:37:20, Officer Joseph Cruz is seen walking with the wheelchair

and leaving it in front of the house at the same time as Sergeant Waehler is walking from the back of the house towards the front, but it appears that Sergeant Waehler does not notice the wheelchair. At 10:38:40 a pick-up truck is observed speeding traveling north on Colorado Avenue almost striking Sergeant Stacey Lyons and Sergeant Jeffrey Long. Sergeant Waehler is observed in the area, however, the camera (Channel 3) which would have captured the arrest of the individual in the pick-up truck does not work.

At 10:40:18 and under Channel 1, the pick-up truck is moved by Sergeant Scillia who then speaks to Sergeant Waehler for a moment. Shortly thereafter, Sergeant Waehler walks back to the front of the house and eventually is observed under Channel 1 (10:42:35) walking towards where his patrol vehicle would have been by himself.

**The undersigned Sergeant has determined Sergeant Waehler has no sustained Bridgeport Police Department Rules and Regulations/ Policy and Procedure violations at this time.**



## **Section VIII**

The undersigned Sergeant has determined, based on statements, official reports, videos, coupled with facts and circumstances revealed and obtained during the course of this investigation, that the preponderance of evidence has been substantiated to conclude the following Officers have violated Bridgeport Police Policy and Procedures/Rules and Regulations.

### **Findings: Referred to the Board of Police Commissioners.**

Violations for the following Officers will be indexed on the subsequent pages.

- |  |   |
|--|---|
| <b>1. Sergeant Paul Scillia:</b>                         | <b>Issues: Excessive Force / Truthfulness / Failure to Supervise</b>            |
| <b>2. Officer Michael Stanitis:</b>                      | <b>Issues: Excessive Force / Truthfulness</b>                                   |
| <b>3. Officer Joseph Cruz:</b>                           | <b>Issues: Excessive Force / Truthfulness</b>                                   |
| <b>4. Officer Thomas Lattanzio:</b>                      | <b>Issues: Excessive Force / Truthfulness<br/><i>Separated from Service</i></b> |
| <b>5. Lieutenant Robert Sapiro:</b>                      | <b>Issue: Failure to Supervise</b>  |
| <b>6. Sergeant Mark Belinkie:</b>                        | <b>Issue: Failure to Supervise</b>  |
| <b>7. Detective Kenneth Fortes:</b>                      | <b>Issues: Truthfulness / Inaccurate Reporting</b>                              |
| <b>8. Officer Daniel Faroni:</b>                         | <b>Issues: Excessive Force / Truthfulness / Failure to Protect Property</b>     |
| <b>9. Officer Adam Szeps:</b>                            | <b>Issues: Truthfulness / Medical Attention</b>                                 |
| <b>10. Civilian Detention Officer<br/>Jose Figueroa:</b> | <b>Issues: Excessive Force</b>  |
| <b>11. Officer Natalie McLaughlin:</b>                   | <b>Issues: Truthfulness / Department Reports</b>                                |
| <b>12. Officer Matthew Johnson:</b>                      | <b>Issues: Department Reports / Officers Correspondence</b>                     |
| <b>13. Officer Douglas Bepko:</b>                        | <b>Issues: Truthfulness</b>   |
| <b>14. Officer Todd Sherback:</b>                        | <b>Issues: Public Contact</b>   |
| <b>15. Officer Michael Mazzacco:</b>                     | <b>Issues: Racial Issue</b>   |
| <b>16. Civilian Detention Officer<br/>Paul Humphrey:</b> | <b>Issues: of Public Contact</b>  |
| <b>17. Officer Linet Castillo:</b>                       | <b>Issues: Truthfulness</b>   |
| <b>18. Officer Joseph Pires:</b>                         | <b>Issues: Truthfulness</b>   |
| <b>19. Officer Stephen Silva:</b>                        | <b>Issues: Medical Attention</b>  |

The undersigned Sergeant has determined, based on statements, official reports, videos, coupled with facts and circumstances revealed and obtained during the course of this investigation, that the preponderance of evidence has been substantiated to conclude the following Officers have violated Bridgeport Police Policy and Procedures/Rules and Regulations.

Findings: Referred to the Board of Police Commissioners.

Sergeant Paul Scillia

#### **1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

#### **1.1.7 Law Enforcement Code Of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

##### **1.1.7.1 Primary Responsibilities Of A Police Officer**

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community; safeguarding lives and property; protecting the innocent; keeping the peace, and ensuring the rights of all to liberty, equality and justice.

##### **1.1.7.2 Performance Of The Duties Of A Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

##### **1.1.7.4 Use Of Force**

A police officer will never employ unnecessary force or violence and will use only such force in the discharge of duty as is reasonable in all circumstances. Force should be used only with the greatest

restraint and only after discussion, negotiation and persuasion have been found to be inappropriate or ineffective. While the use of force is occasionally unavoidable, every police officer will refrain from apply the unnecessary infliction of pain or suffering and will never engage in cruel, degrading or inhuman treatment of any person.

#### **1.1.7.6 Integrity**

A police officer will not engage in acts of corruption or bribery nor will an officer condone such acts by other police officers. The public demands that the integrity of police officers be above reproach. Police officers must therefore avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency. Officers will refuse to accept gifts, presents, subscriptions, favors, gratuities or promises that could be interpreted as seeking to cause the officer to refrain from performing official responsibilities honestly and within the law. Police Officers must not receive private or special advantage from their official status. Respect from the public cannot be bought; it can only be earned and cultivated.

#### **1.2.18 Authority And Responsibility**

BPD is an organization with an assignment of responsibility and accountability throughout the rank structure. The organizational structure, set forth by the Board of Police Commissioners in the Table of Organization, establishes authority and responsibility for members to carry out their duties.

Supervisors are given full authority to make decisions necessary for the effective execution of their responsibilities. It is also understood that all employees are accountable for the use of delegated authority as well as the failure to use it.

#### **1.2.21 Supervisor Accountability**

All supervisory personnel shall be held accountable for the performance of employees under their immediate control.

#### **1.3.3.5 Supervising Officer**

A supervising officer is one who, through rank or appointment, is responsible for the actions of one of more subordinates. Supervising officers personally observe the work and actions of those subordinates for whom they are responsible and react accordingly to the needs of commendation, training or correction.

#### **1.3.4 Knowledge Of Department Rules And Regulations**

1. Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
2. These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.
3. All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.
4. In case of doubt concerning the application of any rule, regulation, order or directive, the member

affected shall promptly consult with his immediate superior for clarification.

#### **1.3.5 Violation Of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or other orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at Area Commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department, who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

#### **1.3.6 Conformance To Rules / Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable

#### **1.3.12 Incompetence**

An officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following, but is not limited to:

- 1) A lack of knowledge of the application of laws that are required to be enforced.
- 2) An unwillingness or inability to perform assigned tasks.
- 3) A failure to conform to work standards established for the officer's rank, grade or position.
- 4) Repeated poor evaluations or repeated infractions of the rules and regulations.

#### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

#### **1.3.29 Public Contact**

- 1) While on-duty members of the Department shall not speak disparagingly of the race, creed, color, sex, national origin, or religion of any person. Moreover, because such disparaging remarks may tend to create doubt as to the Department's willingness or ability to serve all members of the community fairly, regardless of race, creed, color, sex, national origin, or religion of any person, members are urged to refrain from such speech at all times. While on-duty members of the Department shall exercise courtesy toward all persons.

#### **1.3.34 Departmental Reports / Official Correspondence**

- 1) Every member of the Department shall, without unnecessary delay, transmit to their superior officer any information of any unusual occurrence, important casualty, serious crime or unsafe condition existing or occurring in the member's presence or which the member is made aware of and shall take proper police action with regard thereto.

- 2) Officers shall submit all necessary reports on time and in accordance with established Departmental procedures. Reports submitted by officers shall be truthful and complete. No officer shall knowingly enter or cause to be entered any inaccurate, false or improper information.
- 3) Accurate and concise entries shall be made in Department records in chronological order without delay using blue ink.
- 4) Department reports or forms should be signed using first full name, middle initial and surname.
- 5) Corrections on Department records should be made by drawing an ink line through the incorrect information. Enter the correction immediately above and initial the change.
- 6) No member of the Department shall enter into official Departmental correspondence over the member's signature except in accordance with the administrative orders of the Chief of Police.
- 7) Numerals should be used when entering dates on Department forms, e.g., 1/1/2000. (Note to reader: the date format used in this manual is dd mmm yy.)

#### **1.3.38 Truthfulness**

The integrity of police service is based on truthfulness. Member shall be honest and forthright when questioned by a superior officer. No member shall knowingly or willfully depart from the truth in giving testimony, or in creating a written report, affidavit, or statement about any action or inactions that relates to the member's employment with the Bridgeport Police Department.

This requirement to be honest and forthright and not knowingly or willfully departing from the truth applies to all communications: in person, verbal, written, telephonic, electronic or via radio.

Any sworn member of the Bridgeport Police Department may be ordered by the Chief of Police and or his or her designee to respond fully and truthfully to questions about any action taken that relates to the member's employment or position as it pertains to an internal or administrative investigation.

Violation of this section may include discipline up to and including termination and revocation of Police Officer certification within the State of Connecticut.

#### **3.7.1 Use Of Force**

Police officers shall use only that force that appears reasonably necessary to effectively bring an incident under control while protecting the lives of the officer or another as per CGS 53a-22. Law permits the use of force under certain conditions, and a police officer is authorized to exercise force in those circumstances. The unnecessary use of force is contrary to law and places the Department in a position of civil liability and places the officer in a position of civil and criminal liability; therefore, the unnecessary use of force is prohibited. Members of BPD are strictly prohibited from the use of excessive physical force against any individuals engaged in non-violent civil rights demonstrations

##### **3.7.1.1 Definitions**

###### **Deadly Physical Force**

Physical force which can be reasonably expected to cause death or serious physical injury (CGS 53a-3(5)).

###### **Serious Physical Injury**

Physical injury that creates a substantial risk of death, or that causes serious disfigurement of health or loss or impairment of the function of any bodily organ (CGS 53a-3(4)).

**Reasonable Belief**

A reasonable belief that a person has committed an offense means a reasonable belief in facts or circumstances that if true, would in law, constitute an offense (CGS 53a-22).

**Non-deadly Force**

Any use of force other than that which is considered deadly force.

**Probable Cause**

Where facts and circumstances known to the officer, or those circumstances on which the officer has reasonable reliable information, are sufficient to lead a reasonable person to believe that the person to be arrested has committed or is committing a crime.

**Substantial Risk**

A realistic danger or probability of an event occurring. Substantial risk is not just a mere possibility of something happening, but a practical certainty that it will happen.

**Use of Force Continuum**

The determinant regarding the acceptable level of force (lethal / non-lethal) that may be used in any given set of circumstances is that level that the police officer reasonably believes is necessary to accomplish his lawful purpose. The various levels of force, or control techniques / tactics, are referred to as "The Use of Force Continuum." These levels may be set forth as follows:

- 1) Officer's presence in uniform.
- 2) Verbal and non-verbal communications and commands.
- 3) Passive control
- 4) Oleoresin capicum (pepper spray)

Note: The above could be with or without the ASP Baton.

- a) TASER
- 5) Decentralization
- a) Heavy techniques of subject control.
- b) Defensive tactics.

Note: The above could be with or without the ASP Baton.

- 6) TASER
- 7) Impact implement (ASP Baton).
- 8) Lethal force

Police officers are entitled to enter the Continuum at that level that they reasonably believe is necessary to control the situation and accomplish their lawful purpose. Police officers are required to de-escalate within the continuum when they reasonably believe control may be maintained and their lawful purpose is accomplished by such a lesser degree of force. However, police officers are never required to place themselves or third persons in a situation that exposes them to an unreasonable risk of danger or injury.

**3.7.1.17 Situations Requiring A Use Of Force Report**

The Use of Force Report procedure will be completed whether or not an arrest is made and under the following circumstances (a sample Use of Force Report is available in § 3.7.1.25 below):

- 1) When any officer purposely strikes either with body parts (feet, hands, knees) or striking instrument, any person during the performance of the officer's duties.
- 2) When scuffling or grappling with an arrestee or person under lawful detention and using any

degree of force or physical restraint greater than the mere guiding, holding or handcuffing of someone.

3) When an officer causes an injury or there is a complaint of injury from a person as a result of any physical confrontation.

4) When an officer uses the authorized Departmentally issued chemical irritant spray, A Use of OC Form must be completed. (Note: An entire Use of Force Report is not necessary under these circumstances.)

### **3.7.3 Prisoner Transportation**

The transport of prisoners to and from a police facility, while an everyday occurrence, is not a task devoid of danger. Department officers transporting prisoners are legally responsible for the safety and custody of the prisoner being transported. Officers will not only ensure the prisoner does not escape but is treated with the respect and dignity entitled to all individuals.

The purpose of this policy is to ensure the safety of the officer and the prisoner and provide equitable treatment of all prisoners transported by this Department.

### **3.8.2 Policy Holding Facility**

It is the policy of this Department to treat all arrested persons with humaneness and understanding. The safety of the arrestee and Department personnel is the paramount consideration. Arrestees shall be allowed to consult with counsel upon request and without exception. Their civil rights will be protected at all times and this protection shall be a continuing responsibility of this Department while they remain in custody. They shall be afforded an opportunity to contact family and/or employer to apprise them of their situation.

#### **1.1.6 Appendix A - Oath of Office**

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

##### **1.1.7.1 Primary Responsibilities of a Police Officer**

##### **1.1.7.2 Performance of the Duties of a Police Officer**

##### **1.1.7.4 Use of Force**

##### **1.1.7.6 Integrity**

#### **1.2.18 Authority and Responsibility**

#### **1.2.21 Supervisor Accountability**

#### **1.3.3.5 Supervising Officer**

#### **1.3.4 Knowledge of Department Rules and Regulations**

#### **1.3.5 Violation of Rules**

#### **1.3.6 Conformance to Rules/Regulations**

#### **1.3.12 Incompetence**

#### **1.3.21 Unbecoming Conduct**

#### **1.3.29 Public Contact**

#### **1.3.34 Departmental Reports / Official Correspondence**

#### **1.3.38 Truthfulness**

### **3.7.1 Use of Force**

#### **3.7.1.1 Definitions**

**3.7.1.17 Situations requiring a Use of Force Report**

**3.7.3 Prisoner Transportation**

**3.8.2 Policy Holding Facility**



#### **1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

#### **1.1.7 Law Enforcement Code Of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

##### **1.1.7.1 Primary Responsibilities Of A Police Officer**

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community; safeguarding lives and property; protecting the innocent; keeping the peace, and ensuring the rights of all to liberty, equality and justice.

##### **1.1.7.2 Performance Of The Duties Of A Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

##### **1.1.7.4 Use Of Force**

A police officer will never employ unnecessary force or violence and will use only such force in the discharge of duty as is reasonable in all circumstances. Force should be used only with the greatest restraint and only after discussion, negotiation and persuasion have been found to be inappropriate or ineffective. While the use of force is occasionally unavoidable, every police officer will refrain from apply the unnecessary infliction of pain or suffering and will never engage in cruel, degrading or inhuman treatment of any person.

#### **1.1.7.6 Integrity**

A police officer will not engage in acts of corruption or bribery nor will an officer condone such acts by other police officers. The public demands that the integrity of police officers be above reproach. Police officers must therefore avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency. Officers will refuse to accept gifts, presents, subscriptions, favors, gratuities or promises that could be interpreted as seeking to cause the officer to refrain from performing official responsibilities honestly and within the law. Police Officers must not receive private or special advantage from their official status. Respect from the public cannot be bought; it can only be earned and cultivated.

#### **1.2.18 Authority And Responsibility**

BPD is an organization with an assignment of responsibility and accountability throughout the rank structure. The organizational structure, set forth by the Board of Police Commissioners in the Table of Organization, establishes authority and responsibility for members to carry out their duties.

Supervisors are given full authority to make decisions necessary for the effective execution of their responsibilities. It is also understood that all employees are accountable for the use of delegated authority as well as the failure to use it.

#### **1.3.4 Knowledge Of Department Rules And Regulations**

1. Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
2. These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.
3. All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.
4. In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

#### **1.3.5 Violation Of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or other orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at Area Commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department, who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

### **1.3.6 Conformance To Rules / Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable

### **1.3.12 Incompetence**

An officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following, but is not limited to:

- 1) A lack of knowledge of the application of laws that are required to be enforced.
- 2) An unwillingness or inability to perform assigned tasks.
- 3) A failure to conform to work standards established for the officer's rank, grade or position.
- 4) Repeated poor evaluations or repeated infractions of the rules and regulations.

### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

### **1.3.29 Public Contact**

1) While on-duty members of the Department shall not speak disparagingly of the race, creed, color, sex, national origin, or religion of any person. Moreover, because such disparaging remarks may tend to create doubt as to the Department's willingness or ability to serve all members of the community fairly, regardless of race, creed, color, sex, national origin, or religion of any person, members are urged to refrain from such speech at all times. While on-duty members of the Department shall exercise courtesy toward all persons.

### **1.3.34 Departmental Reports / Official Correspondence**

1) Every member of the Department shall, without unnecessary delay, transmit to their superior officer any information of any unusual occurrence, important casualty, serious crime or unsafe condition existing or occurring in the member's presence or which the member is made aware of and shall take proper police action with regard thereto.

2) Officers shall submit all necessary reports on time and in accordance with established Departmental procedures. Reports submitted by officers shall be truthful and complete. No officer shall knowingly enter or cause to be entered any inaccurate, false or improper information.

3) Accurate and concise entries shall be made in Department records in chronological order without delay using blue ink.

4) Department reports or forms should be signed using first full name, middle initial and surname.

5) Corrections on Department records should be made by drawing an ink line through the incorrect information. Enter the correction immediately above and initial the change.

6) No member of the Department shall enter into official Departmental correspondence over the

member's signature except in accordance with the administrative orders of the Chief of Police.

7) Numerals should be used when entering dates on Department forms, e.g., 1/1/2000. (Note to reader: the date format used in this manual is dd mmm yy.)

### **1.3.38 Truthfulness**

The integrity of police service is based on truthfulness. Member shall be honest and forthright when questioned by a superior officer. No member shall knowingly or willfully depart from the truth in giving testimony, or in creating a written report, affidavit, or statement about any action or inactions that relates to the member's employment with the Bridgeport Police Department.

This requirement to be honest and forthright and not knowingly or willfully departing from the truth applies to all communications: in person, verbal, written, telephonic, electronic or via radio.

Any sworn member of the Bridgeport Police Department may be ordered by the Chief of Police and or his or her designee to respond fully and truthfully to questions about any action taken that relates to the member's employment or position as it pertains to an internal or administrative investigation.

Violation of this section may include discipline up to and including termination and revocation of Police Officer certification within the State of Connecticut.

### **3.7.1 Use Of Force**

Police officers shall use only that force that appears reasonably necessary to effectively bring an incident under control while protecting the lives of the officer or another as per CGS 53a-22. Law permits the use of force under certain conditions, and a police officer is authorized to exercise force in those circumstances. The unnecessary use of force is contrary to law and places the Department in a position of civil liability and places the officer in a position of civil and criminal liability; therefore, the unnecessary use of force is prohibited. Members of BPD are strictly prohibited from the use of excessive physical force against any individuals engaged in non-violent civil rights demonstrations

#### **3.7.1.1 Definitions**

##### **Deadly Physical Force**

Physical force which can be reasonably expected to cause death or serious physical injury (CGS 53a-3(5)).

##### **Serious Physical Injury**

Physical injury that creates a substantial risk of death, or that causes serious disfigurement of health or loss or impairment of the function of any bodily organ (CGS 53a-3(4)).

##### **Reasonable Belief**

A reasonable belief that a person has committed an offense means a reasonable belief in facts or circumstances that if true, would in law, constitute an offense (CGS 53a-22).

##### **Non-deadly Force**

Any use of force other than that which is considered deadly force.

##### **Probable Cause**

Where facts and circumstances known to the officer, or those circumstances on which the officer has reasonable reliable information, are sufficient to lead a reasonable person to believe that the person to be arrested has committed or is committing a crime.

##### **Substantial Risk**

A realistic danger or probability of an event occurring. Substantial risk is not just a mere possibility of something happening, but a practical certainty that it will happen.

##### **Use of Force Continuum**

The determinant regarding the acceptable level of force (lethal / non-lethal) that may be used in any given set of circumstances is that level that the police officer reasonably believes is necessary to accomplish his lawful purpose. The various levels of force, or control techniques / tactics, are referred to as "The Use of Force Continuum." These levels may be set forth as follows:

- 1) Officer's presence in uniform.
- 2) Verbal and non-verbal communications and commands.
- 3) Passive control
- 4) Oleoresin capsicum (pepper spray)

Note: The above could be with or without the ASP Baton.

- a) TASER
- 5) Decentralization
- a) Heavy techniques of subject control.
- b) Defensive tactics.

Note: The above could be with or without the ASP Baton.

- 6) TASER
- 7) Impact implement (ASP Baton).
- 8) Lethal force

Police officers are entitled to enter the Continuum at that level that they reasonably believe is necessary to control the situation and accomplish their lawful purpose. Police officers are required to de-escalate within the continuum when they reasonably believe control may be maintained and their lawful purpose is accomplished by such a lesser degree of force. However, police officers are never required to place themselves or third persons in a situation that exposes them to an unreasonable risk of danger or injury.

#### **3.7.1.17 Situations Requiring A Use Of Force Report**

The Use of Force Report procedure will be completed whether or not an arrest is made and under the following circumstances (a sample Use of Force Report is available in § 3.7.1.25 below):

- 1) When any officer purposely strikes either with body parts (feet, hands, knees) or striking instrument, any person during the performance of the officer's duties.
- 2) When scuffling or grappling with an arrestee or person under lawful detention and using any degree of force or physical restraint greater than the mere guiding, holding or handcuffing of someone.
- 3) When an officer causes an injury or there is a complaint of injury from a person as a result of any physical confrontation.
- 4) When an officer uses the authorized Departmentally issued chemical irritant spray, A Use of OC Form must be completed. (Note: An entire Use of Force Report is not necessary under these circumstances.)

#### **3.7.3.9.3 Physically Injured Or Ill Prisoners**

Prisoners requiring immediate medical treatment will be transported from the scene to the hospital via ambulance or police cruiser depending upon the seriousness of the injury.

1.1.6 Appendix A - Oath of Office  
1.1.7 Law Enforcement Code of Ethics  
1.1.7.1 Primary Responsibilities of a Police Officer  
1.1.7.2 Performance of the Duties of a Police Officer  
1.1.7.4 Use of Force  
1.1.7.6 Integrity  
1.3.4 Knowledge of Department Rules and Regulations  
1.3.5 Violation of Rules  
1.3.6 Conformance to Rules/Regulations  
1.3.12 Incompetence  
1.3.21 Unbecoming Conduct  
1.3.29 Public Contact  
1.3.34 Departmental Reports / Official Correspondence  
1.3.38 Truthfulness  
3.7.1 Use of Force  
3.7.1.1 Definitions  
3.7.1.17 Situations Requiring A Use Of Force Report  
3.7.3.9.3 Physically Injured Or Ill Prisoners

Police Officer Joseph Cruz

#### **1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

#### **1.1.7 Law Enforcement Code of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

##### **1.1.7.1 Primary Responsibilities of a Police Officer**

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community; safeguarding lives and property; protecting the innocent; keeping the peace, and ensuring the rights of all to liberty, equality and justice.

##### **1.1.7.2 Performance of the Duties of a Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

##### **1.1.7.4 Use of Force**

A police officer will never employ unnecessary force or violence and will use only such force in the discharge of duty as is reasonable in all circumstances.

Force should be used only with the greatest restraint and only after discussion, negotiation and persuasion have been found to be inappropriate or ineffective. While the use of force is occasionally unavoidable, every police officer will refrain from apply the unnecessary infliction of pain or suffering and will never engage in cruel, degrading or inhuman treatment of a person.

#### **1.1.7.6 Integrity**

A police officer will not engage in acts of corruption or bribery nor will an officer condone such acts by other police officers. The public demands that the integrity of police officers be above reproach. Police officers must therefore avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency. Officers will refuse to accept gifts, presents, subscriptions, favors, gratuities or promises that could be interpreted as seeking to cause the officer refrain from performing official responsibilities honestly and within the law. Police Officers must not receive private or special advantage from their official status. Respect from the public cannot be bought: it can only be earned and cultivated.

#### **1.3.4 Knowledge of Department Rules and Regulations**

- 1) Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
- 2) These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.
- 3) All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.
- 4) In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

#### **1.3.5 Violation of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at area commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

#### **1.3.6 Conformance to Rules/Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable.

#### **1.3.12 Incompetence**

An officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following, but is not limited to:

- 1) A lack of knowledge of the application of laws that are required to be enforced.
- 2) An unwillingness or inability to perform assigned tasks.
- 3) A failure to conform to work standards established for the officer's rank, grade or position.
- 4) Repeated poor evaluations or repeated infractions of the rules and regulations.



### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

### **1.3.34 Departmental Reports / Official Correspondence**

1. Every member of the department shall, without unnecessary delay, transmit to their superior officer any information of any unusual occurrence, important casualty, serious crime or unsafe condition existing or occurring in the member's presence or which the member is made aware of and shall take proper police action with regard thereto.

2. Officers shall submit all necessary reports on time and in accordance with established Departmental procedures. Reports submitted by officers shall be truthful and complete. No officer shall knowingly enter or cause to be entered any inaccurate, false or improper information.

### **1.3.38 Truthfulness**

The integrity of police service is based on truthfulness. Member shall be honest and forthright when questioned by a superior officer. No member shall knowingly or willfully depart from the truth in giving testimony, or in creating a written report, affidavit, or statement about any action or inactions that relates to the member's employment with the Bridgeport Police Department.

This requirement to be honest and forthright and not knowingly or willfully departing from the truth applies to all communications: in person, verbal, written, telephonic, electronic or via radio.

Any sworn member of the Bridgeport Police Department may be ordered by the Chief of Police and or his or her designee to respond fully and truthfully to questions about any action taken that relates to the member's employment or position as it pertains to an internal or administrative investigation.

Violation of this section may include discipline up to and including termination and revocation of Police Officer certification within the State of Connecticut.

### **3.7.1 Use Of Force**

Police officers shall use only that force that appears reasonably necessary to effectively bring an incident under control while protecting the lives of the officer or another as per CGS 53a-22. Law permits the use of force under certain conditions, and a police officer is authorized to exercise force in those circumstances. The unnecessary use of force is contrary to law and places the Department in a position of civil liability and places the officer in a position of civil and criminal liability; therefore, the unnecessary use of force is prohibited. Members of BPD are strictly prohibited from the use of excessive physical force against any individuals engaged in non-violent civil rights demonstrations

#### **3.7.1.1 Definitions**

##### **Deadly Physical Force**

Physical force which can be reasonably expected to cause death or serious physical injury (CGS 53a-3(5)).  
**Serious Physical Injury**

Physical injury that creates a substantial risk of death, or that causes serious disfigurement of health or loss or impairment of the function of any bodily organ (CGS 53a-3(4)).

**Reasonable Belief**

A reasonable belief that a person has committed an offense means a reasonable belief in facts or circumstances that if true, would in law, constitute an offense (CGS 53a-22).

**Non-deadly Force**

Any use of force other than that which is considered deadly force.

**Probable Cause**

Where facts and circumstances known to the officer, or those circumstances on which the officer has reasonable reliable information, are sufficient to lead a reasonable person to believe that the person to be arrested has committed or is committing a crime.

**Substantial Risk**

A realistic danger or probability of an event occurring. Substantial risk is not just a mere possibility of something happening, but a practical certainty that it will happen.

**Use of Force Continuum**

The determinant regarding the acceptable level of force (lethal / non-lethal) that may be used in any given set of circumstances is that level that the police officer reasonably believes is necessary to accomplish his lawful purpose. The various levels of force, or control techniques / tactics, are referred to as "The Use of Force Continuum." These levels may be set forth as follows:

- 1) Officer's presence in uniform.
- 2) Verbal and non-verbal communications and commands.
- 3) Passive control
- 4) Oleoresin capsicum (pepper spray)

Note: The above could be with or without the ASP Baton.

a) TASER

5) Decentralization

a) Heavy techniques of subject control.

b) Defensive tactics.

Note: The above could be with or without the ASP Baton.

6) TASER

7) Impact implement (ASP Baton).

8) Lethal force

Police officers are entitled to enter the Continuum at that level that they reasonably believe is necessary to control the situation and accomplish their lawful purpose. Police officers are required to de-escalate within the continuum when they reasonably believe control may be maintained and their lawful purpose is accomplished by such a lesser degree of force. However, police officers are never required to place themselves or third persons in a situation that exposes them to an unreasonable risk of danger or injury.

**1.1.6 Appendix A - Oath of Office**

**1.1.7 Law Enforcement Code of Ethics**

**1.1.7.1 Primary Responsibilities of a Police Officer**

**1.1.7.2 Performance of the Duties of a Police Officer**

**1.1.7.4 Use of Force**

**1.1.7.6 Integrity**

**1.3.4 Knowledge of Department Rules and Regulations**

**1.3.5 Violation of Rules**

**1.3.6 Conformance to Rules/Regulations**

**1.3.12 Incompetence**

**1.3.21 Unbecoming Conduct**

**1.3.34 Departmental Reports / Official Correspondence**

**1.3.38 Truthfulness**

**3.7.1 Use of Force**

**3.7.1.1 Definitions**

Officer Thomas Lattanzio



**4.02 Investigating Misconduct and Citizen Complaints**

**I. Time Limits on Completing Internal Affairs Investigation**

5. "In the event an Officer separates from service through (death, retirement, resignation, etc.) while their actions are subject to an open Internal Affairs investigation, any such investigation shall immediately cease if there are no other respondents in said investigation. If an investigation occurs in which the separated officer is not the only respondent, the investigation will continue and the disposition relative to the separated officer will be "Separated from Service."

**4.02 Investigating Misconduct and Citizen Complaints**

Lieutenant Robert Sapiro

#### **1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

#### **1.1.7 Law Enforcement Code Of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

##### **1.1.7.1 Primary Responsibilities Of A Police Officer**

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community; safeguarding lives and property; protecting the innocent; keeping the peace, and ensuring the rights of all to liberty, equality and justice.

##### **1.1.7.2 Performance Of The Duties Of A Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

##### **1.1.7.6 Integrity**

A police officer will not engage in acts of corruption or bribery nor will an officer condone such acts by other police officers. The public demands that the integrity of police officers be above reproach. Police officers must therefore avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency. Officers will refuse to accept gifts, presents, subscriptions, favors, gratuities or promises that could be interpreted as seeking to cause the officer to refrain from performing official responsibilities honestly and within the law. Police Officers must not receive private or special advantage from their official status. Respect from the public cannot be bought; it can only be earned and cultivated.

#### **1.2.18 Authority And Responsibility**

BPD is an organization with an assignment of responsibility and accountability throughout the rank structure. The organizational structure, set forth by the Board of Police Commissioners in the Table of Organization, establishes authority and responsibility for members to carry out their duties.

Supervisors are given full authority to make decisions necessary for the effective execution of their responsibilities. It is also understood that all employees are accountable for the use of delegated authority as well as the failure to use it.

#### **1.2.21 Supervisor Accountability**

All supervisory personnel shall be held accountable for the performance of employees under their immediate control.

#### **1.3.3.4 Officer in Charge**

The ranking officer on-duty in any division, bureau, or unit is defined as the officer in charge. The responsibilities and powers of the same as those of commanding officers. While officers in charge will refrain from setting policy, they will ensure that the policies and orders of commanding officers are followed and obeyed.

#### **1.3.3.5 Supervising Officer**

A supervising officer is one who, through rank or appointment, is responsible for the actions of one of more subordinates. Supervising officers personally observe the work and actions of those subordinates for whom they are responsible and react accordingly to the needs of commendation, training or correction.

#### **1.3.4 Knowledge Of Department Rules And Regulations**

1. Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
2. These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.
3. All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.
4. In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

### **1.3.5 Violation Of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or other orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at Area Commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department, who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

### **1.3.6 Conformance To Rules / Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable

### **1.3.12 Incompetence**

An officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following, but is not limited to:

- 1) A lack of knowledge of the application of laws that are required to be enforced.
- 2) An unwillingness or inability to perform assigned tasks.
- 3) A failure to conform to work standards established for the officer's rank, grade or position.
- 4) Repeated poor evaluations or repeated infractions of the rules and regulations.

### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

### **1.1.6 Appendix A – Oath of Office**

### **1.1.7 Law Enforcement Code of Ethics**

### **1.1.7.1 Primary Responsibilities of a Police Officer**

### **1.1.7.2 Performance of the Duties of a Police Officer**

### **1.1.7.6 Integrity**

### **1.2.18 Authority and Responsibility**

### **1.2.21 Supervisor Accountability**

### **1.3.3.4 Officer in Charge**

### **1.3.3.5 Supervising Officer**

### **1.3.4 Knowledge of Department Rules and Regulations**

### **1.3.5 Violation of Rules**

**1.3.6 Conformance to Rules/Regulations**

**1.3.12 Incompetence**

**1.3.21 Unbecoming Conduct**



Sergeant Mark Belinkie

#### **1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

#### **1.1.7 Law Enforcement Code Of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

##### **1.1.7.1 Primary Responsibilities Of A Police Officer**

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community; safeguarding lives and property; protecting the innocent; keeping the peace, and ensuring the rights of all to liberty, equality and justice.

##### **1.1.7.2 Performance Of The Duties Of A Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

#### **1.2.18 Authority And Responsibility**

BPD is an organization with an assignment of responsibility and accountability throughout the rank structure. The organizational structure, set forth by the Board of Police Commissioners in the Table of Organization, establishes authority and responsibility for members to carry out their duties.

Supervisors are given full authority to make decisions necessary for the effective execution of their responsibilities. It is also understood that all employees are accountable for the use of delegated authority as well as the failure to use it.

#### **1.2.21 Supervisor Accountability**

All supervisory personnel shall be held accountable for the performance of employees under their immediate control.

#### **1.3.3.5 Supervising Officer**

A supervising officer is one who, through rank or appointment, is responsible for the actions of one of more subordinates. Supervising officers personally observe the work and actions of those subordinates for whom they are responsible and react accordingly to the needs of commendation, training or correction.

#### **1.3.4 Knowledge Of Department Rules And Regulations**

1. Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.

2. These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.

3. All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.

4. In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

#### **1.3.5 Violation Of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or other orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at Area Commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department, who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

#### **1.3.6 Conformance To Rules / Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable

### **1.3.9 Neglect Of Duty**

No officer shall be absent from assigned duty or post without authorized leave.

- Notify a CAD operator before leaving post.
- Notify a CAD operator upon return to post.

### **1.3.12 Incompetence**

An officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following, but is not limited to:

- 1) A lack of knowledge of the application of laws that are required to be enforced.
- 2) An unwillingness or inability to perform assigned tasks.
- 3) A failure to conform to work standards established for the officer's rank, grade or position.
- 4) Repeated poor evaluations or repeated infractions of the rules and regulations.

### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

### **1.3.29 Public Contact**

1) While on-duty members of the Department shall not speak disparagingly of the race, creed, color, sex, national origin, or religion of any person. Moreover, because such disparaging remarks may tend to create doubt as to the Department's willingness or ability to serve all members of the community fairly, regardless of race, creed, color, sex, national origin, or religion of any person, members are urged to refrain from such speech at all times. While on-duty members of the Department shall exercise courtesy toward all persons.

### **3.8.2 Policy Holding Facility**

It is the policy of this Department to treat all arrested persons with humaneness and understanding. The safety of the arrestee and Department personnel is the paramount consideration. Arrestees shall be allowed to consult with counsel upon request and without exception. Their civil rights will be protected at all times and this protection shall be a continuing responsibility of this Department while they remain in custody. They shall be afforded an opportunity to contact family and/or employer to apprise them of their situation.

### **1.1.6 Appendix A – Oath of Office**

### **1.1.7 Law Enforcement Code of Ethics**

### **1.1.7.1 Primary Responsibilities of a Police Officer**

### **1.1.7.2 Performance of the Duties of a Police Officer**

### **1.2.18 Authority and Responsibility**

### **1.2.21 Supervisor Accountability**

### **1.3.3.5 Supervising Officer**

### **1.3.4 Knowledge of Department Rules and Regulations**

### **1.3.5 Violation of Rules**

### **1.3.6 Conformance to Rules/Regulations**

**1.3.9 Neglect of Duty**  
**1.3.12 Incompetence**  
**1.3.21 Unbecoming Conduct**  
**1.3.29 Public Contact**  
**3.8.2 Policy Holding Facility**

Detective Kenneth Fortes

#### **1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

#### **1.1.7 Law Enforcement Code of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

##### **1.1.7.1 Primary Responsibilities of a Police Officer**

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community; safeguarding lives and property; protecting the innocent; keeping the peace, and ensuring the rights of all to liberty, equality and justice.

##### **1.1.7.2 Performance of the Duties of a Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

##### **1.1.7.6 Integrity**

A police officer will not engage in acts of corruption or bribery nor will an officer condone such acts by other police officers. The public demands that the integrity of police officers be above reproach. Police officers must therefore avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency. Officers will refuse to accept gifts, presents, subscriptions, favors, gratuities or promises that could be interpreted as seeking to cause the officer refrain from performing official responsibilities honestly and within the law. Police Officers must not receive private or special advantage from their official status. Respect from the public cannot be bought: it can only be earned and cultivated.

#### **1.3.4 Knowledge of Department Rules and Regulations**

- 1) Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
- 2) These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.
- 3) All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.
- 4) In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

#### **1.3.5 Violation of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at area commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

#### **1.3.6 Conformance to Rules/Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable.

#### **1.3.12 Incompetence**

An Officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following but is not limited to:

1. A lack of knowledge of the application of laws that are required to be enforced
2. An unwillingness or inability to perform assigned tasks.
3. A failure to conform to work standards established for the officer's rank, grade or position.
4. Repeated poor evaluations or repeated infractions of the rules and regulations.

#### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

### **1.3.34 Departmental Reports / Official Correspondence**

1. Every member of the department shall, without unnecessary delay, transmit to their superior officer any information of any unusual occurrence, important casualty, serious crime or unsafe condition existing or occurring in the member's presence or which the member is made aware of and shall take proper police action with regard thereto.

2. Officers shall submit all necessary reports on time and in accordance with established Departmental procedures. Reports submitted by officers shall be truthful and complete. No officer shall knowingly enter or cause to be entered any inaccurate, false or improper information.

### **1.3.38 Truthfulness**

The integrity of police service is based on truthfulness. Member shall be honest and forthright when questioned by a superior officer. No member shall knowingly or willfully depart from the truth in giving testimony, or in creating a written report, affidavit, or statement about any action or inactions that relates to the member's employment with the Bridgeport Police Department.

This requirement to be honest and forthright and not knowingly or willfully departing from the truth applies to all communications: in person, verbal, written, telephonic, electronic or via radio.

Any sworn member of the Bridgeport Police Department may be ordered by the Chief of Police and or his or her designee to respond fully and truthfully to questions about any action taken that relates to the member's employment or position as it pertains to an internal or administrative investigation.

Violation of this section may include discipline up to and including termination and revocation of Police Officer certification within the State of Connecticut.

### **3.7.1.17 Situations Requiring A Use Of Force Report**

The Use of Force Report procedure will be completed whether or not an arrest is made and under the following circumstances (a sample Use of Force Report is available in § 3.7.1.25 below): 1) When any officer purposely strikes either with body parts (feet, hands, knees) or striking instrument, any person during the performance of the officer's duties. 2) When scuffling or grappling with an arrestee or person under lawful detention and using any degree of force or physical restraint greater than the mere guiding, holding or handcuffing of someone. 3) When an officer causes an injury or there is a complaint of injury from a person as a result of any physical confrontation. 4) When an officer uses the authorized Departmentally issued chemical irritant spray, A Use of OC Form must be completed. (Note: An entire Use of Force Report is not necessary under these circumstances.)

### **1.1.6 Appendix A – Oath of Office**

### **1.1.7 Law Enforcement Code of Ethics**

### **1.1.7.1 Primary Responsibilities of a Police Officer**

### **1.1.7.2 Performance of the Duties of a Police Officer**

### **1.1.7.6 Integrity**

### **1.3.4 Knowledge of Department Rules and Regulations**

### **1.3.5 Violation of Rules**

### **1.3.6 Conformance to Rules/Regulations**

### **1.3.12 Incompetence**

### **1.3.21 Unbecoming Conduct**

### **1.3.34 Departmental Reports / Official Correspondence**

### **1.3.38 Truthfulness**

### **3.7.1.17 Situations Requiring A Use of Force Report**

#### **1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

#### **1.1.7 Law Enforcement Code of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

##### **1.1.7.1 Primary Responsibilities of a Police Officer**

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community; safeguarding lives and property; protecting the innocent; keeping the peace, and ensuring the rights of all to liberty, equality and justice.

##### **1.1.7.2 Performance of the Duties of a Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

##### **1.1.7.6 Integrity**

A police officer will not engage in acts of corruption or bribery nor will an officer condone such acts by other police officers. The public demands that the integrity of police officers be above reproach. Police officers must therefore avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency. Officers will refuse to accept gifts, presents, subscriptions, favors, gratuities or promises that could be interpreted as seeking to cause the officer refrain from performing official responsibilities honestly and within the law. Police Officers must not receive private or special advantage from their official status. Respect from the public cannot be bought: it can only be earned and cultivated.



#### **1.3.4 Knowledge of Department Rules and Regulations**

- 1) Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
- 2) These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.
- 3) All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.
- 4) In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

#### **1.3.5 Violation of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at area commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

#### **1.3.6 Conformance to Rules/Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable.

#### **1.3.12 Incompetence**

An Officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following but is not limited to:

1. A lack of knowledge of the application of laws that are required to be enforced
2. An unwillingness or inability to perform assigned tasks.
3. A failure to conform to work standards established for the officer's rank, grade or position.
4. Repeated poor evaluations or repeated infractions of the rules and regulations.

#### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

#### **1.3.34 Departmental Reports / Official Correspondence**

1. Every member of the department shall, without unnecessary delay, transmit to their superior officer any information of any unusual occurrence, important casualty, serious crime or unsafe condition existing or occurring in the member's presence or which the member is made aware of and shall take proper police action with regard thereto.
2. Officers shall submit all necessary reports on time and in accordance with established Departmental procedures. Reports submitted by officers shall be truthful and complete. No officer shall knowingly enter or cause to be entered any inaccurate, false or improper information.

#### **1.3.35 Processing Property And Evidence**

Property and evidence that has been discovered, gathered or received in connection with Departmental responsibilities will be processed in accordance with established Departmental procedures and law. Officers shall not convert to their own use, manufacture, conceal, falsify, destroy, remove, tamper with or withhold any property or evidence in connection with an investigation or other police action except in accordance with established Departmental procedures and law.

#### **1.3.38 Truthfulness**

The integrity of police service is based on truthfulness. Member shall be honest and forthright when questioned by a superior officer. No member shall knowingly or willfully depart from the truth in giving testimony, or in creating a written report, affidavit, or statement about any action or inactions that relates to the member's employment with the Bridgeport Police Department.

This requirement to be honest and forthright and not knowingly or willfully departing from the truth applies to all communications: in person, verbal, written, telephonic, electronic or via radio.

Any sworn member of the Bridgeport Police Department may be ordered by the Chief of Police and or his or her designee to respond fully and truthfully to questions about any action taken that relates to the member's employment or position as it pertains to an internal or administrative investigation.

Violation of this section may include discipline up to and including termination and revocation of Police Officer certification within the State of Connecticut.

#### **3.7.1 Use Of Force**

Police officers shall use only that force that appears reasonably necessary to effectively bring an incident under control while protecting the lives of the officer or another as per CGS 53a-22. Law permits the use of force under certain conditions, and a police officer is authorized to exercise force in those circumstances. The unnecessary use of force is contrary to law and places the Department in a position of civil liability and places the officer in a position of civil and criminal liability; therefore the unnecessary use of force is prohibited. Members of BPD are strictly prohibited from the use of excessive physical force against any individuals engaged in non-violent civil rights demonstrations

### **3.7.1.1 Definitions**

#### **Deadly Physical Force**

Physical force which can be reasonably expected to cause death or serious physical injury (CGS 53a-3(5)).

#### **Serious Physical Injury**

Physical injury that creates a substantial risk of death, or that causes serious disfigurement of health or loss or impairment of the function of any bodily organ (CGS 53a-3(4)).

#### **Reasonable Belief**

A reasonable belief that a person has committed an offense means a reasonable belief in facts or circumstances that if true, would in law, constitute an offense (CGS 53a-22).

#### **Non-deadly Force**

Any use of force other than that which is considered deadly force.

#### **Probable Cause**

Where facts and circumstances known to the officer, or those circumstances on which the officer has reasonable reliable information, are sufficient to lead a reasonable person to believe that the person to be arrested has committed, or is committing a crime.

#### **Substantial Risk**

A realistic danger or probability of an event occurring. Substantial risk is not just a mere possibility of something happening, but a practical certainty that it will happen.

#### **Use of Force Continuum**

The determinant regarding the acceptable level of force (lethal / non-lethal) that may be used in any given set of circumstances is that level that the police officer reasonably believes is necessary to accomplish his lawful purpose. The various levels of force, or control techniques / tactics, are referred to as "The Use of Force Continuum." These levels may be set forth as follows:

- 1) Officer's presence in uniform.
  - 2) Verbal and non-verbal communications and commands.
  - 3) Passive control
  - 4) Oleoresin capsicum (pepper spray)
- Note: The above could be with or without the ASP Baton.
- a) TASER
  - 5) Decentralization
  - a) Heavy techniques of subject control.
  - b) Defensive tactics.
- Note: The above could be with or without the ASP Baton.
- 6) TASER
  - 7) Impact implement (ASP Baton).
  - 8) Lethal force

Police officers are entitled to enter the Continuum at that level that they reasonably believe is necessary to control the situation and accomplish their lawful purpose. Police officers are required to de-escalate within the continuum when they reasonably believe control may be maintained and their lawful purpose is accomplished by such a lesser degree of force. However, police officers are never required to place themselves or third persons in a situation that exposes them to an unreasonable risk of danger or injury.

#### **3.7.3.9.1 Handicapped Prisoners**

The prisoner's condition will determine the suitable vehicle for transportation, i.e., Transport Vehicle or Ambulance. Restraint devices will be used only when necessary to prevent escape or ensure the safety of the officer and/or prisoner.

#### **3.7.4 Personal Property Of Prisoners**

This section provides guidelines for the handling of personal property of arrestees who are lodged in the Lockup / Holding Facility of BPD.

BPD policy is to ensure that all sworn members and Detention Officers properly handle the personal property of arrestees.

#### **1.1.6 Appendix A - Oath of Office**

#### **1.1.7 Law Enforcement Code of Ethics**

#### **1.1.7.1 Primary Responsibilities of a Police Officer**

#### **1.1.7.2 Performance of the Duties of a Police Officer**

#### **1.1.7.4 Use of Force**

#### **1.1.7.6 Integrity**

#### **1.3.4 Knowledge of Department Rules and Regulations**

#### **1.3.5 Violation of Rules**

#### **1.3.6 Conformance to Rules/Regulations**

#### **1.3.12 Incompetence**

#### **1.3.21 Unbecoming Conduct**

#### **1.3.34 Departmental Reports / Official Correspondence**

#### **1.3.35 Processing Property and Evidence**

#### **3.7.1 Use of Force**

#### **3.7.1.1 Definitions**

#### **3.7.3.9.1 Handicapped Prisoner**

#### **3.7.4 Personal Property of Prisoners**

Police Officer Adam Szeps

#### **1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

#### **1.1.7 Law Enforcement Code of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

##### **1.1.7.1 Primary Responsibilities of a Police Officer**

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community; safeguarding lives and property; protecting the innocent; keeping the peace, and ensuring the rights of all to liberty, equality and justice.

##### **1.1.7.2 Performance of the Duties of a Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

##### **1.1.7.6 Integrity**

A police officer will not engage in acts of corruption or bribery nor will an officer condone such acts by other police officers. The public demands that the integrity of police officers be above reproach. Police officers must therefore avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency. Officers will refuse to accept gifts, presents, subscriptions, favors, gratuities or promises that could be interpreted as seeking to cause the officer refrain from performing official responsibilities honestly and within the law. Police Officers must not receive private or special advantage from their official status. Respect from the public cannot be bought: it can only be earned and cultivated.

#### **1.3.4 Knowledge of Department Rules and Regulations**

- 1) Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
- 2) These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.
- 3) All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.
- 4) In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

#### **1.3.5 Violation of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at area commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

#### **1.3.6 Conformance to Rules/Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable.

#### **1.3.12 Incompetence**

An Officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following but is not limited to:

1. A lack of knowledge of the application of laws that are required to be enforced
2. An unwillingness or inability to perform assigned tasks.
3. A failure to conform to work standards established for the officer's rank, grade or position.
4. Repeated poor evaluations or repeated infractions of the rules and regulations.

#### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

### **1.3.34 Departmental Reports / Official Correspondence**

1. Every member of the department shall, without unnecessary delay, transmit to their superior officer any information of any unusual occurrence, important casualty, serious crime or unsafe condition existing or occurring in the member's presence or which the member is made aware of and shall take proper police action with regard thereto.

2. Officers shall submit all necessary reports on time and in accordance with established Departmental procedures. Reports submitted by officers shall be truthful and complete. No officer shall knowingly enter or cause to be entered any inaccurate, false or improper information.

### **1.3.38 Truthfulness**

The integrity of police service is based on truthfulness. Member shall be honest and forthright when questioned by a superior officer. No member shall knowingly or willfully depart from the truth in giving testimony, or in creating a written report, affidavit, or statement about any action or inactions that relates to the member's employment with the Bridgeport Police Department.

This requirement to be honest and forthright and not knowingly or willfully departing from the truth applies to all communications: in person, verbal, written, telephonic, electronic or via radio.

Any sworn member of the Bridgeport Police Department may be ordered by the Chief of Police and or his or her designee to respond fully and truthfully to questions about any action taken that relates to the member's employment or position as it pertains to an internal or administrative investigation.

Violation of this section may include discipline up to and including termination and revocation of Police Officer certification within the State of Connecticut.

**3.7.3.9.3 Physically Injured or Ill Prisoners** Prisoners requiring immediate medical treatment will be transported from the scene to the hospital via ambulance or police cruiser depending upon the seriousness of the injury.

### **1.1.6 Appendix A - Oath of Office**

### **1.1.7 Law Enforcement Code of Ethics**

#### **1.1.7.1 Primary Responsibilities of a Police Officer**

#### **1.1.7.2 Performance of the Duties of a Police Officer**

#### **1.1.7.6 Integrity**

### **1.3.4 Knowledge of Department Rules and Regulations**

#### **1.3.5 Violation of Rules**

#### **1.3.6 Conformance to Rules/Regulations**

#### **1.3.12 Incompetence**

#### **1.3.21 Unbecoming Conduct**

### **1.3.34 Departmental Reports / Official Correspondence**

### **1.3.38 Truthfulness**

### **3.7.3.9.3 Physically Injured or Ill Prisoners**

Detention Officer Jose Figueroa



**3.8.7 Civilian Detention Officers-Use Of Force**

- 1) Civilian Detention Officers shall use only the minimum amount of force necessary to control the arrestee in order to protect his/her self or a third person from physical injury.
- 2) Any incident involving the use of force by a Civilian Detention Officer against an arrestee shall be brought to the immediate attention of the Holding Facility Supervisor.
- 3) The Holding Facility Supervisor shall document the incident in writing and render a conclusion as to the appropriateness of the use of force by the Detention Officer. These reports shall be forwarded to the Deputy Chief in Charge of Uniformed Services.

**3.8.7 Civilian Detention Officers-Use of Force**



Police Officer Natalie McLaughlin



#### **1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department, and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

#### **1.1.7 Law Enforcement Code of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

##### **1.1.7.2 Performance of the Duties of a Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

##### **1.1.7.6 Integrity**

A police officer will not engage in acts of corruption or bribery nor will an officer condone such acts by other police officers. The public demands that the integrity of police officers be above reproach. Police officers must therefore avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency. Officers will refuse to accept gifts, presents, subscriptions, favors, gratuities or promises that could be interpreted as seeking to cause the officer refrain from performing official responsibilities honestly and within the law. Police Officers must not receive private or special advantage from their official status. Respect from the public cannot be bought; it can only be earned and cultivated.

#### **1.3.4 Knowledge of Department Rules and Regulations**

- 1) Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
- 2) These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.

3) All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.

4) In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

#### **1.3.5 Violation of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at area commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

#### **1.3.6 Conformance to Rules/Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable.

#### **1.3.12 Incompetence**

An Officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following but is not limited to:

1. A lack of knowledge of the application of laws that are required to be enforced
2. An unwillingness or inability to perform assigned tasks.
3. A failure to conform to work standards established for the officer's rank, grade or position.
4. Repeated poor evaluations or repeated infractions of the rules and regulations.

#### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

#### **1.3.34 Departmental Reports / Official Correspondence**

1. Every member of the department shall, without unnecessary delay, transmit to their superior officer any information of any unusual occurrence, important casualty, serious crime or unsafe condition existing or occurring in the member's presence or which the member is made aware of and shall take proper police action with regard thereto.

2. Officers shall submit all necessary reports on time and in accordance with established Departmental procedures. Reports submitted by officers shall be truthful and complete. No officer shall knowingly enter or cause to be entered any inaccurate, false or improper information.

#### **1.3.38 Truthfulness**

The integrity of police service is based on truthfulness. Member shall be honest and forthright when questioned by a superior officer. No member shall knowingly or willfully depart from the truth in giving testimony, or in creating a written report, affidavit, or statement about any action or inactions that relates to the member's employment with the Bridgeport Police Department.

This requirement to be honest and forthright and not knowingly or willfully departing from the truth applies to all communications: in person, verbal, written, telephonic, electronic or via radio.

Any sworn member of the Bridgeport Police Department may be ordered by the Chief of Police and or his or her designee to respond fully and truthfully to questions about any action taken that relates to the member's employment or position as it pertains to an internal or administrative investigation.

Violation of this section may include discipline up to and including termination and revocation of Police Officer certification within the State of Connecticut.

#### **1.1.6 Appendix A - Oath of Office**

#### **1.1.7 Law Enforcement Code of Ethics**

#### **1.1.7.2 Performance of the Duties of a Police Officer**

#### **1.1.7.6 Integrity**

#### **1.3.4 Knowledge of Department Rules and Regulations**

#### **1.3.5 Violation of Rules**

#### **1.3.6 Conformance to Rules/Regulations**

#### **1.3.12 Incompetence**

#### **1.3.21 Unbecoming Conduct**

#### **1.3.34 Departmental Reports / Official Correspondence**

#### **1.3.38 Truthfulness**

Police Officer Matthew Johnson

#### **1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

#### **1.1.7 Law Enforcement Code of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

##### **1.1.7.6 Integrity**

A police officer will not engage in acts of corruption or bribery nor will an officer condone such acts by other police officers. The public demands that the integrity of police officers be above reproach. Police officers must therefore avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency. Officers will refuse to accept gifts, presents, subscriptions, favors, gratuities or promises that could be interpreted as seeking to cause the officer refrain from performing official responsibilities honestly and within the law. Police Officers must not receive private or special advantage from their official status. Respect from the public cannot be bought: it can only be earned and cultivated.

#### **1.3.4 Knowledge of Department Rules and Regulations**

- 1) Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
- 2) These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.
- 3) All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.
- 4) In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

### **1.3.5 Violation of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at area commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

### **1.3.6 Conformance to Rules/Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable.

### **1.3.12 Incompetence**

An Officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following but is not limited to:

1. A lack of knowledge of the application of laws that are required to be enforced
2. An unwillingness or inability to perform assigned tasks.
3. A failure to conform to work standards established for the officer's rank, grade or position.
4. Repeated poor evaluations or repeated infractions of the rules and regulations.

### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

### **1.3.28 Withholding Information**

Members of the Department shall not withhold information from their superior officers relating to police business for the purpose of personal advancement or for any other improper purposes.

### **1.3.34 Departmental Reports / Official Correspondence**

1. Every member of the department shall, without unnecessary delay, transmit to their superior officer any information of any unusual occurrence, important casualty, serious crime or unsafe condition existing or occurring in the member's presence or which the member is made aware of and shall take proper police action with regard thereto.
2. Officers shall submit all necessary reports on time and in accordance with established Departmental procedures. Reports submitted by officers shall be truthful and complete. No officer shall knowingly enter or cause to be entered any inaccurate, false or improper information.

## **Officer Matthew Johnson**

**1.1.6 Appendix A - Oath of Office**

**1.1.7 Law Enforcement Code of Ethics**

**1.1.7.6 Integrity**

**1.3.4 Knowledge of Department Rules and Regulations**

**1.3.5 Violation of Rules**

**1.3.6 Conformance to Rules/Regulations**

**1.3.12 Incompetence**

**1.3.21 Unbecoming Conduct**

**1.3.28 Withholding Information**

**1.3.34 Departmental Reports / Official Correspondence**

Police Officer Douglas Bepko

13

#### **1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department, and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

#### **1.1.7 Law Enforcement Code of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

##### **1.1.7.1 Primary Responsibilities of a Police Officer**

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community; safeguarding lives and property; protecting the innocent; keeping the peace, and ensuring the rights of all to liberty, equality and justice.

##### **1.1.7.2 Performance of the Duties of a Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

##### **1.1.7.6 Integrity**

A police officer will not engage in acts of corruption or bribery nor will an officer condone such acts by other police officers. The public demands that the integrity of police officers be above reproach. Police officers must therefore avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency. Officers will refuse to accept gifts, presents, subscriptions, favors, gratuities or promises that could be interpreted as seeking to cause the officer refrain from performing official responsibilities honestly and within the law. Police Officers must not receive private or special advantage from their official status. Respect from the public cannot be bought: it can only be earned and cultivated.

#### **1.3.4 Knowledge of Department Rules and Regulations**

- 1) Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
- 2) These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.
- 3) All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.
- 4) In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

#### **1.3.5 Violation of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at area commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

#### **1.3.6 Conformance to Rules/Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable.

#### **1.3.12 Incompetence**

An Officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following but is not limited to:

1. A lack of knowledge of the application of laws that are required to be enforced
2. An unwillingness or inability to perform assigned tasks.
3. A failure to conform to work standards established for the officer's rank, grade or position.
4. Repeated poor evaluations or repeated infractions of the rules and regulations.

#### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.



### **1.3.38 Truthfulness**

The integrity of police service is based on truthfulness. Member shall be honest and forthright when questioned by a superior officer. No member shall knowingly or willfully depart from the truth in giving testimony, or in creating a written report, affidavit, or statement about any action or inactions that relates to the member's employment with the Bridgeport Police Department.

This requirement to be honest and forthright and not knowingly or willfully departing from the truth applies to all communications: in person, verbal, written, telephonic, electronic or via radio.

Any sworn member of the Bridgeport Police Department may be ordered by the Chief of Police and or his or her designee to respond fully and truthfully to questions about any action taken that relates to the member's employment or position as it pertains to an internal or administrative investigation.

Violation of this section may include discipline up to and including termination and revocation of Police Officer certification within the State of Connecticut.

### **1.1.6 Appendix A – Oath of Office**

### **1.1.7 Law Enforcement Code of Ethics**

#### **1.1.7.1 Primary Responsibilities of a Police Officer**

#### **1.1.7.2 Performance of the Duties of a Police Officer**

#### **1.1.7.6 Integrity**

### **1.3.4 Knowledge of Department Rules and Regulations**

### **1.3.5 Violation of Rules**

### **1.3.6 Conformance to Rules/Regulations**

#### **1.3.12 Incompetence**

#### **1.3.21 Unbecoming Conduct**

### **1.3.38 Truthfulness**

Police Officer Todd Sherback

14

#### **1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department, and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

#### **1.1.7 Law Enforcement Code of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

##### **1.1.7.1 Primary Responsibilities of a Police Officer**

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community; safeguarding lives and property; protecting the innocent; keeping the peace, and ensuring the rights of all to liberty, equality and justice.

##### **1.1.7.2 Performance of the Duties of a Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

##### **1.1.7.6 Integrity**

A police officer will not engage in acts of corruption or bribery nor will an officer condone such acts by other police officers. The public demands that the integrity of police officers be above reproach. Police officers must therefore avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency. Officers will refuse to accept gifts, presents, subscriptions, favors, gratuities or promises that could be interpreted as seeking to cause the officer refrain from performing official responsibilities honestly and within the law. Police Officers must not receive private or special advantage from their official status. Respect from the public cannot be bought: it can only be earned and cultivated.

#### **1.3.4 Knowledge of Department Rules and Regulations**

- 1) Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
- 2) These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.
- 3) All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.
- 4) In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

#### **1.3.5 Violation of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at area commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

#### **1.3.6 Conformance to Rules/Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable.

#### **1.3.12 Incompetence**

An Officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following but is not limited to:

1. A lack of knowledge of the application of laws that are required to be enforced
2. An unwillingness or inability to perform assigned tasks.
3. A failure to conform to work standards established for the officer's rank, grade or position.
4. Repeated poor evaluations or repeated infractions of the rules and regulations.

#### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

### **1.3.29 Public Contact**

1. While on-duty members of the Department shall not speak disparagingly of the race, creed, color, sex, national origin, or religion of any person. Moreover, because such disparaging remarks may tend to create doubt as to the Department's willingness or ability to serve all members of the community fairly, regardless of race, creed, color, sex, national origin, or religion of any person, members are urged to refrain from such speech at all times. While on-duty members of the Department shall exercise courtesy toward all persons.

### **1.1.6 Appendix A – Oath of Office**

### **1.1.7 Law Enforcement Code of Ethics**

#### **1.1.7.1 Primary Responsibilities of a Police Officer**

#### **1.1.7.2 Performance of the Duties of a Police Officer**

#### **1.1.7.6 Integrity**

### **1.3.4 Knowledge of Department Rules and Regulations**

### **1.3.5 Violation of Rules**

### **1.3.6 Conformance to Rules/Regulations**

### **1.3.12 Incompetence**

### **1.3.21 Unbecoming Conduct**

### **1.3.29 Public Contact**

#### **1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

#### **1.1.7 Law Enforcement Code of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

##### **1.1.7.1 Primary Responsibilities of a Police Officer**

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community; safeguarding lives and property; protecting the innocent; keeping the peace, and ensuring the rights of all to liberty, equality and justice.

##### **1.1.7.2 Performance of the Duties of a Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

#### **1.3.4 Knowledge of Department Rules and Regulations**

- 1) Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
- 2) These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.
- 3) All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.
- 4) In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

#### **1.3.5 Violation of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at area commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

### **1.3.6 Conformance to Rules/Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable.

### **1.3.12 Incompetence**

An Officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following but is not limited to:

1. A lack of knowledge of the application of laws that are required to be enforced
2. An unwillingness or inability to perform assigned tasks.
3. A failure to conform to work standards established for the officer's rank, grade or position.
4. Repeated poor evaluations or repeated infractions of the rules and regulations.

**1.3.21 Unbecoming Conduct** Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

### **1.3.29 Public Contact**

1. While on-duty members of the Department shall not speak disparagingly of the race, creed, color, sex, national origin, or religion of any person. Moreover, because such disparaging remarks may tend to create doubt as to the Department's willingness or ability to serve all members of the community fairly, regardless of race, creed, color, sex, national origin, or religion of any person, members are urged to refrain from such speech at all times. While on-duty members of the Department shall exercise courtesy toward all persons.

**2.7.8 Racial, Ethnic or Sexist Slurs and/or Graffiti** This section establishes a policy prohibiting the inappropriate use of racial, ethnic, or sexist slurs and/or graffiti of BPD employees. A complaint and investigation process are also established to enforce the policy. It is the policy of BPD that no employee, independent contractor or non-employee in the workplace shall communicate any racial, ethnic or sexist slur and/or graffiti that contributes to a hostile work environment, for BPD employees.

### **1.1.6 Appendix A – Oath of Office**

### **1.1.7 Law Enforcement Code of Ethics**

### **1.1.7.1 Primary Responsibilities of a Police Officer**

### **1.1.7.2 Performance of the Duties of a Police Officer**

### **1.3.4 Knowledge of Department Rules and Regulations**

### **1.3.5 Violation of Rules**

### **1.3.6 Conformance to Rules/Regulations**

### **1.3.12 Incompetence**

### **1.3.21 Unbecoming Conduct**

### **1.3.29 Public Contact**

### **2.7.8 Racial, Ethnic or Sexist Slurs and/or Graffiti**

Detention Officer Paul Humphrey

16

**1.3.29 Public Contact**

1. While on-duty members of the Department shall not speak disparagingly of the race, creed, color, sex, national origin, or religion of any person. Moreover, because such disparaging remarks may tend to create doubt as to the Department's willingness or ability to serve all members of the community fairly, regardless of race, creed, color, sex, national origin, or religion of any person, members are urged to refrain from such speech at all times. While on-duty members of the Department shall exercise courtesy toward all persons.

**3.8.2 Policy Holding Facility**

It is the policy of this Department to treat all arrested persons with humaneness and understanding. The safety of the arrestee and Department personnel is the paramount consideration. Arrestees shall be allowed to consult with counsel upon request and without exception. Their civil rights will be protected at all times and this protection shall be a continuing responsibility of this Department while they remain in custody. They shall be afforded an opportunity to contact family and/or employer to apprise them of their situation.

The Office of Internal Affairs concludes the following information to be factual based on information that was corroborated and found to be true, accurate and credible.

**Detention Officer Paul Humphrey**

**1.3.29 Public Contact**

**3.8.2 Policy Holding Facility**

**1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

**1.1.7 Law Enforcement Code of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

**1.1.7.2 Performance of the Duties of a Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

**1.1.7.6 Integrity**

A police officer will not engage in acts of corruption or bribery nor will an officer condone such acts by other police officers. The public demands that the integrity of police officers be above reproach. Police officers must therefore avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency. Officers will refuse to accept gifts, presents, subscriptions, favors, gratuities or promises that could be interpreted as seeking to cause the officer refrain from performing official responsibilities honestly and within the law. Police Officers must not receive private or special advantage from their official status. Respect from the public cannot be bought: it can only be earned and cultivated.

**1.3.4 Knowledge of Department Rules and Regulations**

- 1) Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
- 2) These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.



3) All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.

4) In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

#### **1.3.5 Violation of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at area commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

#### **1.3.6 Conformance to Rules/Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable.

#### **1.3.12 Incompetence**

An Officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following but is not limited to:

1. A lack of knowledge of the application of laws that are required to be enforced
2. An unwillingness or inability to perform assigned tasks.
3. A failure to conform to work standards established for the officer's rank, grade or position.
4. Repeated poor evaluations or repeated infractions of the rules and regulations.

#### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

#### **1.3.34 Departmental Reports / Official Correspondence**

1. Every member of the department shall, without unnecessary delay, transmit to their superior officer any information of any unusual occurrence, important casualty, serious crime or unsafe condition existing or occurring in the member's presence or which the member is made aware of and shall take proper police action with regard thereto.

2. Officers shall submit all necessary reports on time and in accordance with established Departmental procedures. Reports submitted by officers shall be truthful and complete. No officer shall knowingly enter or cause to be entered any inaccurate, false or improper information.

#### **1.3.38 Truthfulness**

The integrity of police service is based on truthfulness. Member shall be honest and forthright when questioned by a superior officer. No member shall knowingly or willfully depart from the truth in giving testimony, or in creating a written report, affidavit, or statement about any action or inactions that relates to the member's employment with the Bridgeport Police Department.

This requirement to be honest and forthright and not knowingly or willfully departing from the truth applies to all communications: in person, verbal, written, telephonic, electronic or via radio.

Any sworn member of the Bridgeport Police Department may be ordered by the Chief of Police and or his or her designee to respond fully and truthfully to questions about any action taken that relates to the member's employment or position as it pertains to an internal or administrative investigation.

Violation of this section may include discipline up to and including termination and revocation of Police Officer certification within the State of Connecticut.

#### **1.1.6 Appendix A – Oath of Office**

#### **1.1.7 Law Enforcement Code of Ethics**

##### **1.1.7.2 Performance of the Duties of a Police Officer**

##### **1.1.7.6 Integrity**

#### **1.3.4 Knowledge of Department Rules and Regulations**

#### **1.3.5 Violation of Rules**

#### **1.3.6 Conformance to Rules/Regulations**

#### **1.3.12 Incompetence**

#### **1.3.21 Unbecoming Conduct**

#### **1.3.34 Departmental Reports / Official Correspondence**

#### **1.3.38 Truthfulness**

**1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

**1.1.7 Law Enforcement Code of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

**1.1.7.1 Primary Responsibilities of a Police Officer**

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community; safeguarding lives and property; protecting the innocent; keeping the peace, and ensuring the rights of all to liberty, equality and justice.

**1.1.7.2 Performance of the Duties of a Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

**1.1.7.6 Integrity**

A police officer will not engage in acts of corruption or bribery nor will an officer condone such acts by other police officers. The public demands that the integrity of police officers be above reproach. Police officers must therefore avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency. Officers will refuse to accept gifts, presents, subscriptions, favors, gratuities or promises that could be interpreted as seeking to cause the officer refrain from performing official responsibilities honestly and within the law. Police Officers must not receive private or special advantage from their official status. Respect from the public cannot be bought: it can only be earned and cultivated.

**1.3.4 Knowledge of Department Rules and Regulations**

1) Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.

2) These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.

3) All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.

4) In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

#### **1.3.5 Violation of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at area commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

#### **1.3.6 Conformance to Rules/Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable.

#### **1.3.12 Incompetence**

An Officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following but is not limited to:

1. A lack of knowledge of the application of laws that are required to be enforced
2. An unwillingness or inability to perform assigned tasks.
3. A failure to conform to work standards established for the officer's rank, grade or position.
4. Repeated poor evaluations or repeated infractions of the rules and regulations.

#### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

#### **1.3.34 Departmental Reports / Official Correspondence**

1. Every member of the department shall, without unnecessary delay, transmit to their superior officer any information of any unusual occurrence, important casualty, serious crime or unsafe condition existing or occurring in the member's presence or which the member is made aware of and shall take proper police action with regard thereto.
2. Officers shall submit all necessary reports on time and in accordance with established Departmental procedures. Reports submitted by officers shall be truthful and complete. No officer shall knowingly enter or cause to be entered any inaccurate, false or improper information.

### **1.3.38 Truthfulness**

The integrity of police service is based on truthfulness. Member shall be honest and forthright when questioned by a superior officer. No member shall knowingly or willfully depart from the truth in giving testimony, or in creating a written report, affidavit, or statement about any action or inactions that relates to the member's employment with the Bridgeport Police Department.

This requirement to be honest and forthright and not knowingly or willfully departing from the truth applies to all communications: in person, verbal, written, telephonic, electronic or via radio.

Any sworn member of the Bridgeport Police Department may be ordered by the Chief of Police and or his or her designee to respond fully and truthfully to questions about any action taken that relates to the member's employment or position as it pertains to an internal or administrative investigation.

Violation of this section may include discipline up to and including termination and revocation of Police Officer certification within the State of Connecticut.

### **3.7.1.17 Situations Requiring A Use Of Force Report**

The Use of Force Report procedure will be completed whether or not an arrest is made and under the following circumstances (a sample Use of Force Report is available in § 3.7.1.25 below): 1) When any officer purposely strikes either with body parts (feet, hands, knees) or striking instrument, any person during the performance of the officer's duties. 2) When scuffling or grappling with an arrestee or person under lawful detention and using any degree of force or physical restraint greater than the mere guiding, holding or handcuffing of someone. 3) When an officer causes an injury or there is a complaint of injury from a person as a result of any physical confrontation. 4) When an officer uses the authorized Departmentally issued chemical irritant spray, A Use of OC Form must be completed. (Note: An entire Use of Force Report is not necessary under these circumstances.)

### **1.1.6 Appendix A - Oath of Office**

### **1.1.7 Law Enforcement Code of Ethics**

#### **1.1.7.1 Primary Responsibilities of a Police Officer**

#### **1.1.7.2 Performance of the Duties of a Police Officer**

#### **1.1.7.6 Integrity**

### **1.3.4 Knowledge of Department Rules and Regulations**

### **1.3.5 Violation of Rules**

### **1.3.6 Conformance to Rules/Regulations**

### **1.3.12 Incompetence**

### **1.3.21 Unbecoming Conduct**

### **1.3.34 Departmental Reports / Official Correspondence**

### **1.3.38 Truthfulness**

### **3.7.1.17 Situations Requiring A Use Of Force Report**

Police Officer Stephen Silva



#### **1.1.6 Appendix A - Oath of Office**

I do solemnly swear that I will bear truth faith and allegiance to the United States of America and the State of Connecticut, and will support the constitution and the laws thereof, so help me God.

I do solemnly swear that I will faithfully and impartially discharge and perform all duties incumbent upon me as a police officer of the City of Bridgeport.

I hereby accept the office of Police Officer for the Bridgeport Police Department and agree to obey and be bound by such and regulations as are or may be from time to time, laid down for the government of the Police Department of the City of Bridgeport.

#### **1.1.7 Law Enforcement Code Of Ethics**

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must constantly strive to live up to the highest standards of professional policing.

##### **1.1.7.1 Primary Responsibilities Of A Police Officer**

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community; safeguarding lives and property; protecting the innocent; keeping the peace, and ensuring the rights of all to liberty, equality and justice.

##### **1.1.7.2 Performance Of The Duties Of A Police Officer**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to status, sex, race, religion, political belief or aspiration. All citizens will be treated equally and with courtesy, consideration and dignity.

Officers will never allow personal feelings, animosities or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

#### **1.3.4 Knowledge Of Department Rules And Regulations**

1. Members of the Department shall familiarize themselves with these rules and regulations and each member shall conform to and abide by the same.
2. These rules are a basis for action and are not meant to be all-inclusive. No member of the Department will be excused from action in accordance with sound judgment merely because a situation is not covered by a rule.
3. All members of the Department shall read and know the contents of all official bulletins, memos, notices and other matter that are posted on the Department bulletin boards or officially distributed within the Department.

4. In case of doubt concerning the application of any rule, regulation, order or directive, the member affected shall promptly consult with his immediate superior for clarification.

#### **1.3.5 Violation Of Rules**

Officers shall not commit any acts that constitute a violation of the rules, regulations, directives, or other orders of the Department whether or not stated in this manual. Rules, regulations, directives, or other orders shall be posted at Area Commands, in bureaus and divisions, as well as other departmental areas that are deemed appropriate.

Any superior officer of the Department, who observes any subordinate violating any rule or regulation and fails to take proper corrective action, shall be in violation of these rules.

#### **1.3.6 Conformance To Rules / Regulations**

All members of the Department shall be subject to and shall obey all rules and regulations, orders, instructions or requirements, whether mentioned in regard to a specific assignment or rank, or in the General Regulations, or emanating from a competent authority from time to time, insofar as may be applicable

#### **1.3.12 Incompetence**

An officer shall maintain competency to perform his duty and to assume the responsibility of his position. Incompetence may be deemed by demonstrating the following, but is not limited to:

- 1) A lack of knowledge of the application of laws that are required to be enforced.
- 2) An unwillingness or inability to perform assigned tasks.
- 3) A failure to conform to work standards established for the officer's rank, grade or position.
- 4) Repeated poor evaluations or repeated infractions of the rules and regulations.

#### **1.3.21 Unbecoming Conduct**

Officers shall not engage in any manner of misconduct or offensive behavior that brings the Department into disrepute or that reflects discredit upon the officer as a member of the Department, or that impairs the operation or efficiency of the Department or the officer.

#### **3.7.3.9.3 Physically Injured Or Ill Prisoners**

Prisoners requiring immediate medical treatment will be transported from the scene to the hospital via ambulance or police cruiser depending upon the seriousness of the injury.

#### **1.1.6 Appendix A – Oath of Office**

#### **1.1.7 Law Enforcement Code of Ethics**

#### **1.1.7.1 Primary Responsibilities of a Police Officer**

#### **1.1.7.2 Performance of the Duties of a Police Officer**

#### **1.3.4 Knowledge of Department Rules and Regulations**

#### **1.3.5 Violation of Rules**

#### **1.3.6 Conformance to Rules/Regulations**

#### **1.3.12 Incompetence**

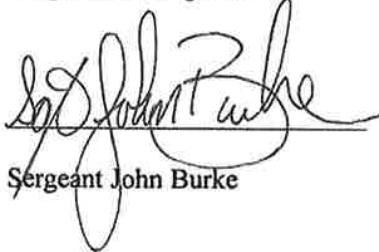
#### **1.3.21 Unbecoming Conduct**

#### **3.7.3.9.3 Physically Injured or Ill Prisoners**

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Sgt. Santiago Llanos", written over a horizontal line.

Sergeant Santiago Llanos

A handwritten signature in cursive script, appearing to read "Sgt. John Burke", written over a horizontal line.

Sergeant John Burke



*Redaction Date: Wednesday, March 06, 2019 9:43:11 AM*

Total Number of Redactions: 24

By Exemption:

"Federal Violence Against Women Act of 2005" (Federal VAW Act): 1 instance  
"HIPAA" (HIPAA): 23 instances

By Page:

Page 1 - "HIPAA" (HIPAA): 1 instance  
Page 2 - "HIPAA" (HIPAA): 1 instance  
Page 3 - "HIPAA" (HIPAA): 3 instances  
Page 8 - "HIPAA" (HIPAA): 14 instances  
Page 10 - "HIPAA" (HIPAA): 4 instances  
Page 14 - "Federal Violence Against Women Act of 2005" (Federal VAW Act): 1 instance