
	SPRINGFIELD POLICE DEPARTMENT POLICY MANUAL	POLICY # 26.2.2
EFFECTIVE DATE 12-12-22	 Andrew Shearer, Chief of Police	ACCREDITATION REFERENCE 1.5.8

Discrimination, Harassment, & Retaliation

26.2.2.1 PURPOSE AND SCOPE

The purpose of this policy is to establish the Department's harassment, discrimination and retaliation policies and outline reporting procedures.

This policy is intended to prevent department members from being subjected to discrimination, harassment, or retaliation. Nothing in this policy is intended to create a legal or employment right or duty that is not created by law. The Department is committed to having a positive, diverse and professional workplace free of harassment and will vigorously enforce the city and Department policy of protecting all employees from being subjected to harassment.

26.2.2.1 POLICY

The Department is an equal opportunity employer and is committed to creating and maintaining a work environment that is free of discrimination, harassment, and retaliation. All members of the Department are expected to adhere to and enforce department and city policies.

The Department will take preventive, corrective, and disciplinary action to address any behavior that violates these policies or the rights they are designed to protect.

The City's respectful place to work, discrimination and retaliation policies fully apply to each member.

The policies are located in the [City of Springfield Administrative Regulations](#). All employees are responsible for complying with those policies. The non-discrimination policies of the city and department may be more comprehensive than state or federal law.

Conduct that violates city and department policy may not violate state or federal law but still could subject a member to discipline.