



**RHODE ISLAND DEPARTMENT OF PUBLIC SAFETY**  
**Municipal Police Training Academy**

Community College of Rhode Island — Flanagan Campus  
 1762 Louisquisset Pike, Lincoln, RI 02865-4585  
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Colonel Steven G. O'Donnell  
 Commissioner, Department of Public Safety  
 Superintendent, Rhode Island State Police

Sergeant Scott N. Raynes  
 Executive Director  
 RI Municipal Police Training Academy

GENERAL ORDER				
NUMBER	POLICY NAME		CALEA STANDARD	PAGES
9.218	HARASSMENT			2
SUBJECT AREA		REFERENCE	DISTRIBUTION	
			ALL	
DATES				
EFFECTIVE	ISSUED	REEVALUATION	PREVIOUSLY ISSUED	
12/2/2013	12/2/2013	AS NEEDED	July 15, 2013	

**HARASSMENT**

**I. PURPOSE**

The purpose of this policy is to define and articulate rules and guidelines which apply to all members of the Rhode Island Municipal Police Academy Community regarding harassment.

**II. POLICY**

The Rhode Island Municipal Police Training Academy does not and will not tolerate harassment of or by our Administrative Staff, Academy Instructors, or our Police Academy recruit officers/attendees. Harassment in any form is incompatible with the values and goals of the Police Academy.

**III. DEFINITIONS**

A. **HARASSMENT**- Any conduct, verbal or physical that would unreasonably interfere with work or education or creates a hostile work or educational environment. This includes, but is not limited to slurs, jokes, and other verbal, graphic, or physical conduct relating to an individual's race, color, sex, religion, national origin, citizenship, age, veteran status or handicap. Harassment also includes sexual advances; requests for sexual favors, unwelcome or offensive touching; and other verbal, graphic or physical conduct of a sexual nature.

**IV. PROCEDURE**

A. Violation of this no harassment policy will subject the individual to disciplinary action, up to and including immediate dismissal.

- B. If at any time during the Academy a recruit officer believes they are being harassed, or are a witness to harassment by another individual in any way, this individual should make their feelings known to the Executive Director. The matter will be thoroughly investigated, and where appropriate disciplinary action will be taken.
- C. If a recruit officer feels that he/she cannot discuss the matter with the Executive Director or if he/she is not satisfied with the way the complaint has been handled, the recruit officer should contact the Chairman of the Rhode Island Police Officers Commission on Standards and Training.
- D. The identity of the person/recruit who brings forward the complaint will be kept as confidential as possible.
- E. The person/recruit reporting the harassment will not be penalized in any way for reporting such conduct.



By Order Of:

A handwritten signature in blue ink, appearing to read "K. D. Pinch", is written over the printed name.

Karen D. Pinch  
Lieutenant Colonel  
Commanding Officer  
Rhode Island Department of Public Safety