


FAIRFAX COUNTY POLICE DEPARTMENT  REGULATION	SUBJECT: REGULATION		NUMBER: 201
	EFFECTIVE DATE: September 16, 2021	REVIEW: September 2024	
	TOPIC: GENERAL RESPONSIBILITIES		
RESPONSIBLE ENTITY: Planning and Research Bureau			<input type="checkbox"/> New Directive <input type="checkbox"/> Replaces <input checked="" type="checkbox"/> Revised: 09-03-19
ACCREDITATION STANDARDS:	CALEA 12.2.1, 26.1.1 VLEPSC ADM.03.01, ADM.09.01, PER.09.01		

201 GENERAL RESPONSIBILITIES

201.1 KNOWLEDGE OF REGULATIONS

Every employee is required to establish and maintain a working knowledge of all laws and ordinances in force in the County and State, Regulations and General Orders of the Department, and the Fairfax County Police Department Standard Operating Procedures. In the event of improper action or breach of discipline, it will be presumed that the member was familiar with the law, Regulation or Order in question. Violation of any law, Regulation or Order may be grounds for disciplinary action.

201.2 COUNTY PERSONNEL REGULATIONS

Employees of the Department shall be governed by the County personnel rules unless they are specifically exempted. Each officer of the Department is required to be familiar with these rules.

201.3 OBEDIENCE TO LAWS, REGULATIONS, AND TRAINING

All employees shall observe and obey all laws and ordinances, all rules and Regulations of the Department, all General Orders of the Department, all Fairfax County Police Department Standard Operating Procedures, and all Department training.

201.4 PERFORMANCE OF DUTY

All employees shall perform their duties as required or directed by law, departmental rule, policy, Order, Standard Operating Procedure, or by Order of a superior officer. All lawful duties

required by competent authority shall be performed promptly as directed, notwithstanding the general assignment of duties and responsibilities. Malfeasance, misfeasance and nonfeasance shall constitute a violation of this Regulation.

201.5 REPORTING VIOLATION

Any employee who has knowledge of other employees, individually or collectively, who are knowingly or unintentionally violating any laws or statutes, ordinances, or rules and Regulations of the Department, or who disobey Orders, shall immediately bring any and all facts pertaining to the matter to the attention of a supervisory officer, Staff Duty Officer, DPSC supervisor, the Internal Affairs Bureau (IAB) or station/division commander. Supervisory or command personnel contacted shall then take appropriate action, in accordance with existing laws and Regulations. An employee may bypass official chain of command and directly advise the IAB or the Chief of Police of the violation(s).

201.6 PRESERVATION OF PEACE AND PROTECTION OF LIFE AND PROPERTY

It shall be the duty of each sworn officer of the Department to:

- Preserve the public peace;
- Protect life and property; and
- Enforce and uphold the laws of the Commonwealth of Virginia and the ordinances of the County of Fairfax.

201.7 STANDARDS OF CONDUCT

A. Unbecoming Conduct

Employees shall always conduct themselves, both on and off duty, in such a manner as to reflect most favorably on the Department. Conduct unbecoming an employee shall include engaging in conduct on or off duty that violates law or policies when the violation:

1. Relates to the employee's activity as a county employee or to county business;

2. Undermines public trust in the county or the employee's ability to perform his or her duties; or
3. Brings the Department into disrepute, reflects discredit upon the employee as a member of the Department, or impairs the operation or efficiency of the Department or employee.

Unbecoming conduct includes, but is not limited to, verbal, written, and electronic communications, including social media activities, text messages, on-line posts, etc. Unbecoming conduct does not have to occur during working hours or on Departmental devices. Discriminatory conduct may affect the workplace and violate department policy even if it occurs outside of the workplace, during non-work hours or on personal devices.

B. Associations

1. Employees shall avoid regular or continuous associations or dealings with persons whom they know, or should know, are persons under criminal investigation or indictment, or who have a reputation in the community or the Department for present involvement in felonious or criminal behavior, except as necessary to the performance of official duties, or where unavoidable because of other personal relationships of the employees.
2. No employee shall initiate or establish a personal, business, or romantic/sexual relationship with a victim or suspect in an active criminal case in which the employee is directly involved in any phase of the investigative process. This prohibition shall be in effect until the following:
 - a. If an arrest is made, until such time as all court proceedings relating to the incident are concluded.
 - b. If there is no arrest made, until such time as the investigative process is completed.
3. Employees shall disclose to their commander any personal, business, or romantic/sexual relationship they may have with an individual who they know is

under criminal investigation or where the appearance of a conflict of interest may exist.

201.8 COOPERATION/COORDINATION

Employees shall coordinate their efforts with all other employees of the Department and County agencies, with the objective of ensuring maximum achievement and continuity of purpose through teamwork. All employees are charged with the responsibility of fostering and maintaining a high degree of cooperation both within the Department and all other agencies.

201.9 ASSISTANCE TO FELLOW OFFICERS

No officer shall fail to aid, assist, or protect a fellow officer to the full extent of their capability in time of need in accordance with established procedures.

201.10 OBLIGATION TO DUTY

Officers of the Department are always subject to duty, although periodically relieved from its routine performance. They shall at all times respond to the lawful Orders of superior officers and other proper authorities as well as requests for police assistance from community members. Proper police action must be taken whenever required.

Officers assigned to special duties are not relieved from taking proper action outside the scope of their specialized assignment when necessary.

201.11 REPORTING TO DUTY

Employees shall report for duty at the time and place required by assignment or Orders, and shall be properly uniformed, equipped, and prepared to assume duty. They shall give their undivided attention to Orders, instructions, and any other information which may be disseminated.

201.12 INSPECTIONS

Inspections of employee's dress, uniform or equipment may be made at any time by competent authority. Such inspections shall include, but not be limited to, examination of lockers,

desks, or any other space on departmental premises used by any employee.

Supervisors shall perform frequent inspections to ensure that officers have the mandatory equipment to perform their duties, to include only authorized equipment and weapons. If a deficiency is noted, the officer is responsible for remedying the situation within the time frame provided by their supervisor.

201.13 HUMAN RELATIONS (See General Order 002, Human Relations)

201.14 UNLAWFUL DISCRIMINATION (See General Order 002, Human Relations)

201.15 AID AND ASSISTANCE TO COMMUNITY MEMBERS (See General Order 002, Human Relations)

201.16 IDENTIFICATION AS A LAW ENFORCEMENT OFFICER (See General Order 002, Human Relations)

201.17 TRAINING

All employees shall attend in-service training at the direction of the Chief of Police, or competent authority. Such attendance is considered a duty assignment.

Officers are required to receive training and maintain certification for any authorized weapons carried.

201.18 ON-CALL STATUS OR STANDBY DUTY

A. The commander of any entity that maintains 24-hour on-call/standby coverage is responsible for ensuring the Police Liaison Commander (PLC) is provided with the names and contact information for the on-call employees under their command. The PLC will dictate the format to be used, in coordination with the Department of Public Safety Communications' supervisor, to ensure a single on-call list is produced.

B. An officer, or other employee, who is placed on stand-by duty or on-call status shall restrict their consumption of alcoholic beverages in such a manner as to be in compliance with all applicable laws and Regulations.

201.19 PHYSICAL FITNESS AND MENTAL WELLNESS EDUCATION

The role of a police officer often demands quick response to situations requiring physical exertion and sound mental decision making. The safety of the general public and individual officers demands that officers maintain themselves in good physical and mental condition regardless of assignment. All officers are encouraged to keep fit and maintain overall wellness for mind and body, and to participate in programs available to all employees through the Incident Support Services program. All sworn officers shall have physical examinations and wellness education at no cost. Physical examinations shall be conducted annually for those over 40 years of age, biennially for those over 30 years of age, and triennially for those under the age of 30. Wellness education sessions shall be attended by all sworn officers during their appointed date and time. Sworn personnel assigned to certain specialty units shall have periodic wellness education sessions based upon the traumatic nature of the job assignment as approved by the Chief of Police.

All wellness education sessions are confidential and protected by the Health Insurance Portability and Accountability Act (HIPAA). Although attendance to wellness education sessions is a mandatory assignment, officers may elect not to engage in conversations with the mental health professionals.

201.20 ESTABLISHING ELEMENTS OF VIOLATION

The existence of facts confirming a violation of law, ordinance, rule or Regulation is all that is necessary to support any allegation for a charge under this section. It is not necessary that formal complaints be filed.

201.21 TRUTHFULNESS (See General Order 001, Truthfulness)

201.22 BIAS BASED POLICING (See General Order 002, Human Relations)

Regulations 201 through 201.22, become effective on September 16, 2021, and rescind all previous rules and Regulations pertaining to the subjects.

ISSUED BY:

A handwritten signature in black ink, appearing to read "Kevin Davis". The signature is written in a cursive style with a large initial "K".

Chief of Police