



# Minneapolis Police Department Policy and Procedure Manual

Number:  
5-100

## Volume Five – Code of Conduct and Use of Force

### Code of Conduct

#### 5-102 Professional Conduct

(09/26/22) (01/30/23)

Revisions to prior policies: (10/20/88) (05/05/89) (10/18/92) (02/28/93) (04/01/93)  
(10/28/94) (01/10/97) (03/21/97) (03/12/99) (01/05/00) (01/26/05) (04/01/05) (05/03/05)  
(09/07/05) (05/23/07) (12/14/07) (03/25/08) (04/23/10) (11/15/13) (11/17/15) (01/05/16)  
(07/28/16) (06/18/18) (06/16/20)

### III. Procedures/Regulations

#### C. Impartiality (Principle Three)

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

##### 1. Rationale

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

##### 2. Rules

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

above, in or on City property. Such materials include, but are not limited to, calendars, cartoons, and posters.

- ii. Employees shall not use any discriminatory, derogatory or biased terms regarding the characteristics described above.
- iii. Digital material is covered by P&P 5-107 and by the City’s Electronic Communications policy.