



Minneapolis Police Department Policy and Procedure Manual

Preface

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Discrimination and Harassment

The City of Minneapolis and the Minneapolis Police Department prohibits discrimination and harassment of citizens and employees on the basis of race, color, creed, age, religion, ancestry, national origin, affectional preference, disability, marital status, familial status, status with regard to public assistance, or Vietnam era veteran status.

Americans With Disabilities Act (ADA)

The City of Minneapolis and the Minneapolis Police Department recognize the authority of the Americans with Disabilities Act (ADA)

Preface

(11/08/16)

Minneapolis Police Officers are not separate from the citizens of Minneapolis. We draw our authority from the will and consent of the people. The police are the instrument of the people to achieve and maintain order. Our efforts are founded on the principles of public service and ultimate responsibility to the public.

The specific goals and priorities which we establish within the limits of our legislatively granted authority are determined to a large extent by community desires. These desires are transmitted to us through the community and the governing body of the City of Minneapolis. We conscientiously strive to be responsive to these desires, knowing full well that we exist not to serve ourselves but to serve and protect others.

Police officers are accountable to the people for their decisions and the subsequent consequences. A substantial percentage of police work is done in direct response to citizen complaints. This underscores the frequently unrecognized fact that members of the public are an integral part of the criminal justice system. Though many factors play a role in the success of the system, citizen participation is preeminent. Public confidence in the criminal justice system depends primarily on the trust that the people have in their police.

The fundamental purpose and role of the police in a free society is the protection of constitutional guarantees, maintenance of public order, crime prevention and suppression, and dutiful response to the needs of the community.

The role of the Minneapolis Police Department, as stated above, is the guiding principle for the development of the Department Vision Statement and accompanying critical issues; the Policy

and Procedural Manual; the goals, objectives, and policies of all organizational components; and the priorities of the Minneapolis Police Department.

Vision, Mission, Values and Goals

(12/21/01) (09/19/08) (03/29/17) (02/25/19) (06/01/22)

Adopted by the Minneapolis Police Department on 01/18/22:

Vision:

Policing is a sacred trust, a pledge by each of us to care for and safeguard the members of this community. This is the why at the heart of everything we do - every decision we make on every call, case and interaction. As we hold ourselves accountable, we must always examine whether the actions taken reflected the spirit of caring and a genuine effort to leave the situation better than it was when we became involved.

Mission:

What we do is consistently provide the full range of professional police services from the heroic to the prosaic: protecting the vulnerable from danger, arresting offenders who have harmed others, comforting the bereaved, rendering first aid, writing reports, collecting evidence, investigating cases, giving referrals to other government services, answering questions, offering directions, attending community meetings, and so much more.

Public safety is not just the absence of crime, it is the presence of justice. How we do our work is as important as what we do; we treat others with dignity, giving them voice and respect, being neutral in our decision-making and working to build trust. Every aspect of our professional service must demonstrate our commitment to procedural justice. We will act by giving others Voice and Respect, being Neutral and building Trust in our interactions.

Values:

- Trust
- Accountability
- Professional Service

Goals:

- Public Safety
- Justice
- Employee Wellness

Pillars of Procedural Justice:

- Voice
- Neutrality
- Respect

- Trustworthiness

Commitments:

1. Care

We act to care for others in the community and for one another in the department.

2. Connection

We look for opportunities to recognize the humanity of others with our words and our actions and to make a human connection. Community members want to know and be known by the people who serve in the MPD. Compassion and empathy build trust and relationships.

3. Communication

Our words are one of the most important tools we have. We take the time to listen to others and to explain what is going to happen and why decisions were made so participants feel they were understood and treated fairly. Whenever possible, we use communications skills to de-escalate and resolve conflict to achieve voluntary cooperation and reduce the necessity to use force.

4. Courage

Policing requires both physical and moral courage. We act in the face of risk and danger to protect others from harm. We stand up for what is right, for our purpose and the values of our profession even in the face of adversity or scorn.

5. Character

Character is our values in action. We align our actions with our department values of trust, accountability and professional service as well as the principles of honesty, integrity, fairness, service and diligence.