

**MARIN COUNTY SHERIFF'S OFFICE
GENERAL ORDER MANUAL**

**CHAPTER 2 – PERSONNEL
GO-02-11
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**DATE
08-01-01
Rev. 9-3-99**

FRATERNIZATION

POLICY

It is the policy of the Marin County Sheriff's Office that all employees, sworn and professional, shall not engage in interpersonal relationships, which have been determined to be detrimental to the law enforcement profession. Those detrimental actions could include, but are not limited to acts that are morally questionable, shocking or atrocious that could come to the attention of the media.

It is the responsibility of the employee(s) to notify the Sheriff or Undersheriff, either personally or by confidential memorandum of the arrest, incarceration or prosecution of a family member, close personal friend or business associate for any felony or any misdemeanor crime or moral turpitude.

DEFINITIONS

Family Member: A family member shall include any immediate relative who cohabitates with the employee.

In-Custody Inmate: Shall include any person currently in custody in any County Jail, State or Federal Prison, County or State Juvenile Detention Facility. Or, is temporarily out of custody at a treatment facility, out of custody probation or is serving a sentence on either home detention or electronic monitoring program.

PROCEDURE

Associations with Persons of Questionable Character:

Employees shall not establish, attempt to establish or maintain a personal or business relationship with any person who the employee knows or reasonably ought to know is a known member of the criminal subculture. This includes, but is not necessarily limited to persons with multiple recent arrests and persons who are commonly suspected by law enforcement of being involved in criminal activity or enterprise, i.e., known bookmakers, receivers of stolen property, prostitutes, narcotics dealers and users of controlled substances, etc.

Employees shall not establish, attempt to establish or maintain a personal or business relationship with any person against whom criminal charges are pending in a court of law in this or any other jurisdiction. This section does not apply to immediate family members as defined by this policy.

Employees shall exercise due care, prudence and the utmost discretion in any contact with any convicted former inmate of any county jail, state prison or federal prison, with persons possessing a known felony criminal record, persons who are known users of illegal drugs or narcotics, persons with known underworld connections or members of known criminal gangs.

Employees shall not establish, attempt to establish or engage in any personal or business relationship with an in-custody prisoner of the county jail, state or federal prison or juvenile detention facility during the period of such person's incarceration period.

Employees shall not loan, exchange or borrow property or enter into any business or social transaction with any in-custody inmate.

Employees shall not utilize information in office files, including automated data bases, to which the office subscribes or has access to provide personal information regarding any person who is in custody or has been in custody.

This policy does not include those contacts that are necessary in order to carry out duty assignments.

EXCEPTIONS

The Sheriff or Undersheriff, after reviewing the circumstances of the arrest, incarceration or prosecution, may issue an exception to this policy. In the absence of such notification by the concerned employee, it is assumed that no exception is warranted and the concerned employee shall immediately terminate such relationship.

RELATED STANDARDS:

None

AFFECTED DIVISIONS:

All

DATE OF REVISIONS:

June 3, 1996
September 3, 1999

By order of:

**ROBERT T. DOYLE
SHERIFF**