
Police Explorer Program

1025.1 PURPOSE AND SCOPE

The purpose of Law Enforcement Exploring is to provide juveniles who may be interested in a career in law enforcement with a comprehensive volunteer experience, including training, competition, service and practical experiences. Character development, physical fitness, good citizenship and patriotism are integral components of the overall program. Through their involvement in the program, Explorers develop an awareness of the purpose, mission and objectives of law enforcement agencies.

The mission of the Irvine Police Department Explorers is to stimulate interest of today's youth in law enforcement practices and the Explorer Code of Ethics; to promote self-confidence and responsibility; and to provide specific services to the community.

1025.2 EXPLORER POST REQUIREMENTS

Law Enforcement Exploring is open to juveniles ages 14 and in their last semester of eighth grade, through 18. Eligibility standards include:

- (a) A hold harmless and release form for the agency and Learning for Life must be executed by the parents or legal guardian and/or the Explorer if of legal age to sign such a form.
- (b) Must not have a prior conviction for a criminal offense or serious traffic offense.
- (c) Must have and maintain a minimum of a 2.0 cumulative grade point average (GPA) in high school to remain in the Post.
- (d) Must complete the Police Explorer Academy within one year of appointment and the six-month introductory period.
- (e) Must undergo a thorough background review to assess character and integrity that may include interviews with neighbors, teachers and employers.
- (f) Must keep body weight in proportion to height and maintain a high level of physical fitness.

The advisory staff shall complete a background investigation on all applicants. The background will ensure the applicant meets the Explorer Post minimum program requirements. If a candidate fails to meet these requirements, the advisor should contact the candidate and family/parent to explain membership denial. Any candidate failing the background requirements may reapply for membership after a period of six months if they feel they now qualify for membership.

All new Explorers shall be in an introductory status for a minimum of six months upon their entry into the post. Introductory Explorers must attend all training sessions and meetings during this initial period, unless excused in advance by an Advisor. Introductory Explorers shall attend one of the next scheduled Basic Explorer Academies. If an Introductory Explorer cannot complete the training as described, she/he must apply for an extension period in writing to the advisory staff, including their plan on completion of the required training. The Traffic Bureau/Special Events

Irvine Police Department

Policies

Police Explorer Program

Sergeant overseeing the Explorer Program will determine when an Explorer's introductory training period will end.

Upon entering the Explorer program, a Volunteer Portfolio will be prepared. The Portfolio will include:

- (a) Application and background investigation
- (b) Oral interview evaluation forms
- (c) Parental consent forms
- (d) All parental waivers
- (e) Commendations and discipline memos
- (f) Any relevant / future documents
- (g) Semester or quarterly grades from school

1025.3 ORGANIZATION AND COMMAND STRUCTURE

The Post shall have one Explorer Coordinator appointed by the Traffic Bureau Lieutenant. The Post may have as many Associate Advisors as deemed necessary to effectively operate the Post. All members of the staff shall be full-time, Irvine Employees. The Explorer Coordinator and all Associate Advisors shall report to the Lieutenant in charge of the Explorer Program.

The Explorer post chain of command is a framework for membership that follows a traditional rank structure of paramilitary organizations. It teaches Explorers responsibility, supervision and cooperation. The chain of command gives the post an efficient method for communication and authority to flow from the lowest rank upwards to the top levels. The chain of command is as follows:

- (a) Chief of Police
- (b) Assistant Chief of Police
- (c) Traffic Bureau Lieutenant
- (d) Traffic Bureau/Special Events Sergeant
- (e) Explorer Coordinator
- (f) Senior Advisor
- (g) Associate Advisors
- (h) Explorer Captain
- (i) Explorer Lieutenant
- (j) Explorer Sergeant
- (k) Explorer Corporal
- (l) Explorer
- (m) Introductory Explorer

Irvine Police Department

Policies

Police Explorer Program

Generally, Explorers should follow the chain of command to communicate information. In instances where the Explorer needs to report violations of the Department's Discriminatory Harassment policy, any crime, or any serious policy violation, the Explorer should contact anyone in the Explorer chain of command immediately. Complaints may also be filed with the Director of Human Resources, or the City Manager.

1025.4 SCOPE OF ACTIVITIES

Typical types of patrol operations, calls for services and other law enforcement assistance that trained Explorers can provide with relatively minimal risk include, but are not limited to:

- (a) Crime prevention services.
- (b) Citizen tours of police facilities.
- (c) Child identification fingerprinting for parents/legal guardian.
- (d) Agency information booth at career fairs and community events.
- (e) Assistance with organized searches for lost/missing persons.
- (f) Traffic/crowd control at parades, festivals and other community events.

There are numerous police operations and procedures that must not intentionally involve Explorers due to the considerable potential for legal complications or for an aggressive and risk inherent response. The law enforcement officer who is responsible for the Explorer must use his/her best professional judgment with respect to the safety and security of the Explorer and should never intentionally place an Explorer in a high risk or legally precarious situation. Such operations and procedures which an Explorer should not conduct include, but are not limited to:

- (a) Conducting any type of arrests.
- (b) Direct involvement with high-risk calls.
- (c) Administer Breathalyzer/sobriety tests.
- (d) Custodial interviews or interrogations.
- (e) Traffic or foot pursuits.
- (f) Searches & seizures (to include direct Explorer involvement in a routine stop and frisk).
- (g) Conducting surveillance operations.
- (h) Processing evidence or involved in the chain of custody of same.
- (i) Field testing of narcotics or other controlled substances if such test is part of a criminal investigation.
- (j) Handling, intake or transfer of persons taken into custody.

1025.5 EXPLORER SAFETY

The following provisions have been adopted to provide security for youth; in addition, they serve to maintain proper and appropriate boundaries between Explorers and Department employees.

Irvine Police Department

Policies

Police Explorer Program

Adherence to these provisions not only enhances the protection of participants but also ensures the values of the Department are preserved.

- (a) Two-deep leadership. Two Explorer Advisors are required on all trips and outings.
- (b) No one-on-one contact. One-on-one contact between adults and participants is not permitted, except for authorized ride-along programs in Exploring. Personal conferences must be conducted in plain view of others.
- (c) Respect of privacy. Adult leaders must respect the privacy of participants in situations such as changing into swimsuits or taking showers at activities and intrude only to the extent that health and safety require. They must also protect their own privacy in similar situations.
- (d) Separate accommodations. When camping or staying in a hotel, no youth is permitted to sleep in the same tent or room with an adult other than their parents or guardians, or with a member of the opposite sex. In general, youth members, adults, and advisors of the opposite sex should not socialize or congregate together within tents or hotel rooms.
- (e) Proper preparation for high-adventure activities. Activities with elements of risk should never be undertaken without proper preparation, equipment, supervision, and safety measures.
- (f) No secret organizations. There are no secret organizations allowed and all aspects of the Explorer program are open to observation by parents and leaders.
- (g) Appropriate attire. Proper clothing for activities is required.
- (h) Constructive discipline. Discipline in the Explorer Program should be constructive and reflect the program's underlying values. Corporal punishment is never permitted.
- (i) Hazing prohibited. Physical or emotional hazing and initiations are prohibited.
- (j) Youth Leader Training and Supervision. Explorer Advisors must monitor and guide the leadership techniques used by youth leaders.

Explorers from any agency involved in activities for the Irvine Police Department are prohibited from directly or indirectly engaging in covert operations (i.e., serving in an undercover capacity) and should not be used as confidential informants or sources. These activities are fraught with potential legal complications and are risk inherent for the agency and the Explorer. Further, they are inconsistent with the career education and orientation objectives of Law Enforcement Exploring.

Law Enforcement Explorers (whether or not in uniform) are not permitted to drive marked police vehicles or other motorized police conveyances. The exception to this policy is when Explorers are participating in an authorized training program or competition and are under the direct, onsite, supervision of a law enforcement officer or Explorer Advisor/Coordinator.

Outings are trips or meetings that occur at places other than the usual group/post meeting location and require preplanning of transportation. Outings may have an overnight component. All groups

Irvine Police Department

Policies

Police Explorer Program

or posts planning an outing must read, agree, and comply with the requirements in the outing permit.

Transportation to and from Planned Outings:

- (a) Meet for departure at a designated area.
- (b) Prearrange a schedule for periodic checkpoint stops as a group.
- (c) Plan a daily destination point.
- (d) A common departure site and daily destination point are a must. If you cannot provide two adults for each vehicle, the minimum required is one adult and two or more youth participants, never one on one.

Safety Rule of Four: No fewer than four individuals (always with the minimum of two adults) go on any overnight or extended outing. If an accident occurs, one person stays with the injured, and two go for help. Additional adult leadership requirements must reflect an awareness of such factors as size and skill level of the group, anticipated environmental conditions, and overall degree of challenge.

- (a) Male and female leaders require separate sleeping facilities. Married couples may share the same quarters if appropriate facilities are available.
- (b) Male and female youth participants will not share the same sleeping facility.
- (c) When staying in tents, no youth will stay in the tent of an adult other than his or her parent or guardian. Youth and adults, other than the participant's parent(s), must have separate sleeping quarters.
- (d) If separate shower and bathroom facilities are not available, separate times for male and female use should be scheduled and posted.

1025.6 CODE OF CONDUCT

Explorers should remember that whether on or "off-duty" their actions reflect upon the Irvine Police Department and the community. Whether in a post-sponsored social activity or "on-duty", explorers shall always act so as not to bring discredit on themselves, the Department or the community.

- (a) Explorers will be orderly, attentive and will exercise patience and discretion when dealing with the public.
- (b) Explorers will obey all laws. Violation of any law may be cause for disciplinary action including dismissal.
- (c) Explorers shall not impersonate a police officer or imply through appearance or action that they have any law enforcement authority beyond that of a private person.
- (d) Explorers will immediately report any type of "off duty" contact with any law enforcement officer to an advisor. During regular hours, Explorers must contact an advisor by telephone. Between 2300 and 0600, Explorers must send an email to all of the advisory staff. This includes contacts for traffic violations, criminal investigations, field interviews and any time the explorer is a reporting party or witness in any police matter. Any failure to notify an advisor is cause for immediate dismissal from the Post.

Irvine Police Department

Policies

Police Explorer Program

- (e) Explorers will not use or have in their possession any controlled substance except when legally prescribed by a licensed physician. When an explorer is taking prescribed medication that could affect performance, the advisory staff shall be notified before the event/shift begins. Explorers are not allowed to use any tobacco products while on duty or at explorer social events.
 - 1. Any Explorers who are issued a “Medicinal Marijuana” prescription or recommendation must notify the advisory staff immediately.
 - 2. Explorers are never permitted to be present in a situation where drugs are being used illegally. Furthermore, Explorers shall never be present in a situation where legal medications are being improperly used.
- (f) Explorers shall address all Department personnel in a courteous manner, using rank or title and their last name unless otherwise instructed by the individual Department member.
- (g) In some circumstances the advisory staff may allow the Explorers to call them by their first name. (i.e., summer trips). However, explorers shall avoid treating Advisors like their peers and be respectful at all times.
- (h) Explorers will perform their assigned duties to the best of their abilities. Laziness is looked upon by your peers and the public as inappropriate and it will not be tolerated.
- (i) Members will arrive at their assignments on time, dressed in proper attire and ready for the activity at hand. Explorers should not arrive earlier than 30 minutes prior to an assignment.
- (j) Explorers will promptly obey any lawful orders of a superior officer. Any explorer who refuses to obey a lawful order will be considered insubordinate. Should any lawful order given by a superior conflict with any previous order or published directive, the explorer will respectfully bring this conflict to the attention of the superior. The superior will take any necessary steps to correct the conflict and, at the same time, assume responsibility for the explorer’s actions in carrying out the order.
- (k) Explorers will not directly or indirectly solicit or accept any gratuities, loans, gifts, rewards, merchandise, meals, beverages, or any other thing of value in connection with their official position. Explorers will not use their official position, uniforms, or identification to obtain privileges not otherwise available to them. Any items of value, which the advisory staff obtains as a form of compensation to the post, shall not be considered gratuities, i.e.: means at functions, event T-shirts, etc. Explorers shall not accept these items unless they have been specifically approved by the advisory staff for that function.
- (l) Explorers are never permitted to utilize an Explorer identification card or badge to identify them when off duty for any reason including a traffic stop.
- (m) **Fraternization:** Close social relationships, such as dating, between adult leaders and participants are prohibited. Explorers are encouraged to keep personal relationships and dating outside of the Explorer Post and the Department. Explorers shall not display affection toward one another (i.e., kissing, holding hands, etc.) while on duty or attending any Explorer activity.

Irvine Police Department

Policies

Police Explorer Program

1025.7 HARASSMENT IN THE WORKPLACE

Explorers shall be courteous to the public and fellow Explorers. Explorers shall be tactful in the performance of their duties, shall control their tempers, and exercise patience and discretion. Explorers shall not use coarse, violent, profane or insolent language or gestures. Explorers shall not express any prejudice or engage in harassment or discrimination based upon race, creed, color, national origin, ancestry, sex, gender identity or expression, age, physical or mental disability, medical condition, genetic information, religion, marital status or sexual preference. Harassment includes, but is not limited to, verbal, physical and visual harassment.

Reporting Harassment: Any explorer who believes he or she has been the subject of harassment should report the alleged act immediately to his/her advisor or sergeant in charge of the explorer post. The explorer need not follow the chain of command to report harassment incidents.

Sexual Harassment Defined: Unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature constitute sexual harassment when any of the following exist:

- (a) Submission to such conduct is made either explicitly or implicitly a term, or condition of an individual's participation as a volunteer in the Explorer program;
- (b) Submission to or rejection of such conduct by an individual is used as a basis for decisions affecting such individual;
- (c) Submission to such conduct has the purpose or effect of unreasonably interfering with an individual's performance as an Explorer or creation of an intimidating, hostile or offensive environment. Sexual harassment may include any of the following behaviors:
 1. Verbal Harassment: Repeated, unsolicited, derogatory comments or slurs, or continued requests for social or sexual contact after being advised such is unwelcome;
 2. Physical Harassment: Physical interference or contact which impedes normal work movement when directed at an individual;
 3. Visual Harassment: Derogatory posters, cartoons, or drawings, staring or leering;
 4. Sexual Favors: Sexual advances which condition an employment benefit in exchange for sexual favors, or which may reasonably be perceived as such.

Explorer Responsibilities: All Explorers have a responsibility and obligation to enforce a zero tolerance sexual harassment and discrimination policy. If offensive or hostile type behavior occurs, all Explorers present have the obligation to attempt to stop the action in progress and report it to their advisor.

There is no intent by this Department to regulate or control any relationship or social interactions of Explorers which are freely entered into by both parties and which do not impact Explorer performance.

The following are suggestions for all explorers to help establish and maintain a professional and healthy environment, while at the same time preventing sexual harassment from occurring.

Irvine Police Department

Policies

Police Explorer Program

- (a) It is this Department's philosophy that Explorers must set an example of acceptable conduct by not participating in or provoking behavior that is offensive.
- (b) When appropriate and possible, the Explorer should warn the harasser that the particular behavior is offensive and unwelcome. Make it absolutely clear that you are neither interested in, nor flattered by, uninvited sexual advances. Be specific in advising that person about what conduct is offensive and unwelcome. Make it clear that you will take official action if it continues. If you foresee a problem, document the incident thoroughly.
- (c) If the harassing behavior continues, or if you were unable or unwilling to confront the harasser directly, you must notify your immediate advisor or any advisor, including the Chief's office and document the notification. It is the Explorer's responsibility to bring sexual harassment behavior to the attention of an advisor to ensure proper follow-up action. **YOU NEED NOT FOLLOW THE CHAIN OF COMMAND TO REPORT HARASSING BEHAVIOR.**
- (d) The Department will take steps necessary to prevent retaliation against the complaining party or witnesses and support that individual. Appropriate sanctions will be imposed on any individual subjecting any party involved in this process to retaliation.

Advisor's Responsibilities:

- (a) Individual advisors are responsible to report and/or handle harassment incidents where the advisor knows or should have known of the incident by nature of his or her advisory position.
- (b) Regardless of whether the complaining party requests action, the advisor must follow through, either by the formal complaint or by verbally warning the harasser and documenting the admonishment in writing.
- (c) The advisor, as well as the Department, may be held civilly liable if swift corrective action is not taken. Any advisor who fails to take corrective action can and will be disciplined by this Department.
- (d) It is the responsibility of all advisors to establish and maintain a working environment, which is free from discriminatory intimidation, ridicule and insult.

The advisors and Department supervisors have the responsibility and obligation to enforce a zero tolerance harassment policy.

Investigation of Harassment: It is the advisor's obligation to document all incidents and any action taken involving allegations of harassment. All such incidents must be reported to the supervisor in charge of the Explorer post. At which time it would be determined whether an internal affairs investigation is required. An investigation may be conducted whether or not an involved party elects to pursue a complaint.

If, based upon the facts and circumstances presented, a decision is made to proceed, then, a full and complete investigation will be conducted by an individual selected by the Chief of Police. The investigation will be conducted as quickly as possible and based upon that report. A decision will be made regarding whether disciplinary action is necessary.

Irvine Police Department

Policies

Police Explorer Program

The identity and statements of the complaining party will be kept confidential to the fullest extent possible, but disclosure may occur in some circumstances including, but not limited to counseling, discipline or litigation.

Discipline up to and including dismissal from the Explorer program may result from behavior found to constitute a violation of this directive.

1025.8 RIDE ALONGS

The purpose of the Explorer Program is to provide comprehensive training, competition, service, practical, and recreational experience for young adults interested in a career in law enforcement or a related field. Toward that end, the objectives of the Ride-Along program are to offer qualified Explorers the opportunity to accompany a police officer on patrol to observe and gain practical experience with regard to the methods and techniques used in patrol operations and related services. This program also provides Explorers with valuable knowledge of the challenges and benefits of patrol operations and a better understanding of the importance of police services within the City of Irvine.

- (a) The Department recognizes the potential risks to participants involved with Explorer activities, to include personal injury and/or inadvertent involvement with dangerous situations. All IPD personnel, or approved volunteers, involved with Post #24 will make every effort to minimize risk to Explorers through training, supervision, adherence to policy and standard operating procedures, and proactive risk management. As a condition of acceptance into the Explorer Program, the parents or legal guardian of every Explorer, or the Explorer if of legal age to do so, must sign a hold harmless and release form acknowledging they have been advised of the risk potential and waive any right to initiate a legal cause of action against the City of Irvine, the Department, and Learning for Life/Law Enforcement Exploring, or any of their representatives.
- (b) Prior to participation the Program, the parents or legal guardian of every Explorer, or the Explorer if of legal age to do so, must sign a medical release form authorizing IPD representatives to approve emergency medical treatment.
- (c) Explorers may not accompany officers on a Ride-Along between 12 midnight and 6 AM. In order to ensure that Explorers partake in all activities of the Post, and to provide an equal opportunity for all members, Explorers will be limited to participating in the Ride- Along program based on the number of hours expended on other Post activities. Upon accruing eight hours of time involved in Post meetings, training, competition or other approved activities, an Explorer can spend an equal amount of time participating in the Ride-Along program. The Explorer Coordinator, or his/her designee, can make an exception to this policy as needed. Explorers shall not participate in more than two Ride-Alongs per month unless authority is granted by the Operations Division Lieutenant.
- (d) As a prerequisite for participating in the Ride-Along Program, an Explorer must have successfully passed the Explorer Academy, completed the required Introductory period, and not be the subject of any disciplinary action (to include not being on academic probation for failure to maintain a 2.0 cumulative GPA).

Irvine Police Department

Policies

Police Explorer Program

- (e) Prior to being designated as qualified for the Ride-Along program, Explorers will receive specialized training in methods and techniques used in patrol operations and related services, traffic control, crowd control, telecommunications procedures, and youth protection issues. The youth protection issues portion of the training will emphasize assertive and practical ways in which an Explorer can prevent and stop inappropriate behavior from adults or other Explorers. Explorers also will be provided with familiarization training on all patrol vehicle systems and equipment.
- (f) In order for an Officer to be considered for the program they must have completed their field training program and Introductory period, and be in good standing with no pending disciplinary actions or other adverse matters. IPD personnel approved for participation in the Ride-Along program must undergo an orientation that includes an overview of Law Enforcement Exploring, agency policy and standard operating procedures for Officers and Explorers, and youth protection issues. Officers must also undergo the self-guided Youth Protection Training course for adults.
- (g) Explorers will report for a Ride-Along well-groomed in a clean and pressed Class B uniform (unless otherwise notified). Explorers should have other uniform items as dictated by weather or other factors (i.e. rain coat, coat, boots, etc.), along with a reflective vest or other approved reflective clothing item to be used when in engaged in traffic control functions.
- (h) Explorers will have with them on every Ride-Along a notepad, pen and pencil, flashlight, and whistle contained in an approved carrying case. Explorers should wear a protective vest.
- (i) Explorers may not carry an offensive or defensive weapon, such as a firearm, Taser, nightstick, baton (collapsible or otherwise), sap, sap gloves, tactical flashlight, any knife with a blade in excess of four inches, chemical repellent or electrical shock device.
- (j) Explorers will report for their Ride-Along at least 15 minutes before their scheduled time in their complete uniform and with the required equipment.
- (k) Whenever possible and practical, the Ride-Along officer and Explorer should be of the same gender.
- (l) A Ride-Along logbook will be maintained in the Patrol Division Watch Commander's Office and will be completed by a supervisor each time an Explorer goes on a Ride-Along. The logbook will contain the following information about the Ride-Along: date, start time, end time, Explorer's name, supervising officer's name and any comments deemed appropriate by the supervising officer or supervisor. A records book will also be maintained in the Patrol Division Watch Commander's Office that will contain a current list of Explorers qualified to participate in the Ride-Along program, along with a copy of their hold harmless and release form as well as their medical release form that permits IPD representatives to approve emergency medical treatment. It is the responsibility of the Explorer Coordinator, or his/her designee, to make sure the logbook is maintained properly and the release records book is up to date.
- (m) Explorers may not eat or drink (except while on a break with supervising patrol officer); use tobacco products; use any electronic device such as a cell phone, personal digital assistant, music device or game; or engage in any other behavior that would distract

Irvine Police Department

Policies

Police Explorer Program

the supervising officer or interfere with the objectives of the Ride-Along program. The only exception to this policy is the use of a cell phone, or other communication device, in an emergency.

- (n) Due to potential legal issues with federal and state statutes regulating criminal law and procedure, civil law, and privacy and confidentiality concerns, Explorers are not permitted to participate in interviews, interrogations, the handling or processing of evidence, or the intake or transfer of persons taken into custody. Further, Explorers are forbidden from responding to any opinion or judgment questions posed to them by the public (i.e., at a scene of a traffic accident someone asks, "Who do you think was at fault?" "What type of citation should be issued?" etc.). Conversations with citizens will be limited to comments made necessary by direct inquiry and do not require an opinion or judgment, or as otherwise directed by the supervising officer. If avoidable, Explorers should not be placed in situations where they may be called as a witness in a criminal or civil proceeding.
- (o) At all times during a Ride-Along the Explorer will adhere to the commands and direction given to him/her by the supervising officer or, in the supervising officer's absence or incapacity, any other law enforcement officer. The Explorer shall, to the extent possible, remain in the patrol vehicle as an observer during a Ride-Along unless otherwise directed by the supervising officer or other law enforcement officer.
- (p) Explorers, as directed by the supervising officer, may assist with telecommunications; traffic control; perimeter control; completion of incident report forms; or any other activity that is considered by the supervising officer to be routine and low-risk for the Explorer.
- (q) Due to the considerable potential for legal complications or for an aggressive or risk inherent response, Explorers are prohibited from participating in arrests; felony-in-progress calls; high-speed traffic pursuits; foot pursuits; domestic crisis calls; civil unrest or drinking establishment disturbances; sobriety tests or any other high risk or legally precarious situation. Should, during the course of a Ride-Along, the supervising officer have enough advance notice of a high risk or legally precarious call as it relates to the Explorer, he/she will transport the Explorer to a safe location or make arrangements for the Explorer to be transported to a safe location.
- (r) Patrol operations and calls for service often involve spontaneous situations that require an aggressive and risk inherent response; or just as likely a routine call for service escalates into a situation requiring the same type of response. In that it is not possible to foresee every possible contingency for Explorers participating in the Ride-Along program the supervising law enforcement officer responsible for the Explorer must, based upon the circumstances presented, use his/her best professional judgment with respect to the safety and security of the Explorer. As a general rule, if the supervising officer is confronted with such a situation and able, he/she should make arrangements for another law enforcement officer to transport the Explorer to the police station or other safe location. In some situations, it may be safer for the Explorer to remain in the patrol vehicle. It is the responsibility of the Explorer to remain as uninvolved as possible during a spontaneous emergency. In the event the supervising officer is in need of emergency assistance, the Explorer will contact the police dispatch center by police radio or cell phone and relate as clearly as possible the location and situation. If

Irvine Police Department

Policies

Police Explorer Program

the Explorer's safety is in jeopardy, and he/she can be of no further assistance to the supervising officer or other law enforcement personnel, the Explorer should remove himself/herself from the immediate area and, without unnecessary delay, report to the police station.

- (s) The supervising officer, or any other IPD personnel or volunteer involved with Post #24, must report to the shift supervisor and Post Advisor any injury that occurs to an Explorer, or any situation that may have legal consequences, arising from the Explorer's participation in a Ride-Along or any other Post #24 activity.
- (t) The supervising officer shall immediately terminate the Ride-Along for any infraction of this policy.

1025.9 DISCIPLINE AND DISMISSAL

Any Explorer, who fails to abide by these policies, or any other rule, policy, standard or expectation of the Department, may be disciplined or dismissed from the Explorer program in the sole discretion of the Department. Employees who are dismissed from the program may submit a letter of appeal to the Traffic Bureau Lieutenant who oversees the Explorer Program, whose decision to uphold or overturn the dismissal will be final and binding.