



MILWAUKEE POLICE DEPARTMENT

STANDARD OPERATING PROCEDURE

004 – WHISTLEBLOWER PROTECTION

GENERAL ORDER: 2022-XX
ISSUED: May 26, 2022

EFFECTIVE: May 26, 2022

REVIEWED/APPROVED BY:
Assistant Chief Nicole Waldner
DATE: April 7, 2022

ACTION: Amends General Order 2021-29 (November 23, 2021)

WILEAG STANDARD(S): 5.1.5

ROLL CALL VERSION

**Contains only changes to current policy.
For complete version of SOP, see SharePoint.**

004.00 PURPOSE

It is the purpose of this policy to complement departmental integrity and avoid hostile treatment of fellow employees by requiring the mandatory reporting of serious infractions of law and/or department policy, procedure, or the Code of Conduct and by prohibiting retaliatory conduct or action against employees who make such reports in accordance with Wisconsin state statutes and department policy.

004.10 DEFINITIONS

A. ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT (ABLE)

Training provided to Milwaukee Police Department Members with the aim of creating a police culture in which officers routinely intervene as necessary to prevent misconduct, avoid police mistakes, and promote officer health and wellness.

BA. AFFIRMATIVE DUTY

CB. FALSE REPORT

DG. GOOD FAITH REPORT

ED. RETALIATORY CONDUCT

FE. SERIOUS ACTS OF MISCONDUCT

004.15 DUTY TO REPORT MISCONDUCT

- A. All employees of the Milwaukee Police Department have an affirmative duty to report serious acts of misconduct or failures to perform actions, defined in departmental policy, procedures, or the Code of Conduct. Sworn members also have a duty to report noncompliant uses of force when they witness another law enforcement officer use force that does not comply with the standards under [Wis. Stat. § 175.44\(2\)\(b-c\)](#). Failure to report shall result in corrective or disciplinary action.

004.20 RETALIATORY CONDUCT (WILEAG 5.1.5)**B. WHISTLEBLOWER PROTECTION UNDER [WIS. STAT. § 175.44\(5\)](#)**

Sworn members may not be discharged, disciplined, demoted, or denied promotion, transfer, or reassignment, or otherwise discriminated against in regard to employment, or threatened with such treatment because the sworn member reported, or is believed to have reported, any noncompliant use of force as required under [Wis. Stat. § 175.44\(3 or 4\)](#), intervened to prevent or stop a noncompliant use of force as required under [Wis. Stat. § 175.44\(4\)](#), initiated, participated in, or testified in, or is believed to have initiated, participated in, or testified in, any action or proceeding regarding a noncompliant use of force; or provided any information, or is believed to have provided any information, about noncompliant use of force as required under [Wis. Stat. § 175.44\(3 or 4\)](#).

C. The department will not tolerate retaliation against an employee for exercising their duty to intervene or engaging in a good faith act of intervention to promote employee health or wellness in accordance with the ABLE program. A good faith intervention is considered a protected activity as the department is committed to providing a culture in which employees are free from harassment and retaliation.

D. Employees who have been subjected to retaliatory conduct by fellow employees are encouraged to seek assistance through personal counseling or other services as available from the Human Resources Division, department wellness team, or the City of Milwaukee Employee Wellness Program.

A handwritten signature in black ink, appearing to read 'J.B.N.' with a stylized flourish extending to the right.

JEFFREY B. NORMAN
CHIEF OF POLICE