



Royal Solomon Islands Police Force

Office of the Commissioner

GOVERNANCE INSTRUMENT (POLICY)

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ROYAL SOLOMON ISLANDS POLICE FORCE

FAMILY VIOLENCE POLICY

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TABLE OF CONTENTS

1. TITLE	2
2. FOREWORD	2
3. POLICY NUMBER	2
4. DATE OF EFFECT	2
5. PREVIOUS POLICY	2
6. APPROVAL	2
7. ADMINISTRATION	2
8. DEFINITIONS	2
9. EXECUTIVE SUMMARY	3
10. PURPOSE	3
11. BACKGROUND	4
12. POLICY	4
13. PROCEDURE	5
13.1 MANAGEMENT AND ADMINISTRATION	5
13.2 FAMILY VIOLENCE ISSUES IN GENERAL.....	7
13.3 RESPONDING TO INCIDENTS OF FAMILY VIOLENCE.....	8
13.4 PROTECTION ORDERS	12
13.5 RSIPF & FAMILY VIOLENCE	14
14. MONITORING, EVALUATION AND REVIEW	18
16. RELATED REFERENCES, POLICIES, AND PROCEDURES	18
17. APPLICABLE LEGISLATION / REGULATION	18
18. REFERENCES	18
19. APPENDIX/APPENDICES	18
20. ATTACHMENT/S	18

1. TITLE

This policy is to be referred to as the Family Violence Policy.

2. FOREWORD

3. POLICY NUMBER

The policy is authorised to take effect as Policy Number: P/2009/OP/??

4. DATE OF EFFECT

The policy is authorised to take effect as of ??

5. PREVIOUS POLICY

This policy replaces the Family Violence Policy??

6. APPROVAL

The policy has been authorised by the Commissioner of the Royal Solomon Islands Police Force (RSIPF).

7. ADMINISTRATION

The policy is administered by the Operations Portfolio.

8. DEFINITIONS

For the purpose of this policy:

“Applicant” means either party to the marriage to whom the violence has been used or threatened to be used against by the respondent.

“**Court**” means a Magistrates Court or a Local Court as constituted under section 3 of the Magistrates Court Act (Ch. 20)

“**Domestic Violence**” refer to “Family Violence”.

“**Expedited Protection Order**” means an order made under Section 22 of the *Affiliation, Separation and Maintenance Act (CAP 1)* where the court is satisfied that there is imminent danger of physical injury to the applicant or a child of the family.

“**Family**” means ?? (insert Morris’s definition)

“**Family Violence**” means abusive or controlling behaviour used by a family member or several family members (not confined to legal relationship) over another. Forms of violence and abuse can be physical, psychological, economical and emotional.

These types of abuse includes but is not limited to the following:

- Bodily injury or threats of bodily injury
- Sexual Assault
- Physical Restraint
- Psychological Abuse
- Damage to property – directed at the victim
- Stalking
- Breach of Court Orders
- Death Threats
- Murder

“**Protection Order**” means “an order made under section 22 of the *Affiliation, Separation and Maintenance Act (CAP 1)* including an order restraining the behaviour of the respondent, but does not include an ‘*expedited protection order.*”

“**Respondent**” means’ either party to the marriage to whom has used or threatened to use, violence towards the applicant or their child.

“**Victim**” means the victim of a family violence incident??

9. EXECUTIVE SUMMARY

10. PURPOSE

The content of this policy paper contains the principles and guidelines on which the RSIPF is setting out to address the issue of family violence in the Solomon Islands. Through existing legislation, the policy is determined to tackle the issue using all

possible ways available to assist victims and making those responsible accountable for their actions.

This policy will guide you to achieve the following.

- Protect and assist victims. (see Section 7 of the Constitution)
- Hold offenders accountable for family violence acts.
- Promote a safer community.
- Fairly apply the 'rule of law'.

11. BACKGROUND

Family violence in the Solomon Islands (SI) is often ignored and perceived by many as an internal matter for the family to resolve. A number of men and women in the Solomon Islands community still believe that family violence is a form of discipline. As the head of the house, a man has the right to exercise his power to a certain extent over members of the family. Currently there is no specific legislation that addresses family violence.

Several indications suggest a link between the deterioration of the family unit and the increases of social problems in the country. In response to this, the RSIPF has now engaged in developing strategies to counter the growing number of family violence incidents, and is committed to promoting a “family violence free Solomon Islands”.

The RSIPF is mandated under Solomon Islands laws to protect the rights of individuals and enforce the rule of law for peaceful coexistence and security of all its citizens including vulnerable groups such as women and children.

Family Violence is not only considered by the RSIPF as a social problem but a legal problem as well. In ensuring that appropriate legal actions are taken on the matter, the RSIPF hereby provides guidelines to Police responses on family violence situations. This policy will encourage members of the RSIPF to respond to family violence like any other situation. It will also ensure that those who commit the offence are held accountable for their actions and victims are to be respected and protected under the law.

Solomon Islands have a diverse cultural population and Police must always respect their differences when responding to family violence.

12. POLICY

13. PROCEDURE

13.1 Management and Administration

13.1.1 National Family Violence Unit Establishment

- a) The National Family Violence Unit (NFVU) will be managed by a National Coordinator and assisted by two staff members from the RSIPF. **(To be determined by the RSIPF executive)**
- b) The main function of the unit is to develop family violence working strategies, store and process family violence information, coordinate Family Violence Network Groups and identify organisational needs for improvement on family violence.
- c) The Family Violence Coordinator, Operations Portfolio, is responsible for monitoring reports and ensuring the family violence policy is strictly adhered to.

13.1.2 Provincial Coordinator

- a) All Provincial Police Commanders (PPC's) shall appoint an RSIPF officer to be a Provincial Coordinator.
- b) The appointed Provincial Coordinator should possess suitable communication skills, have basic background knowledge on family violence and a positive working attitude.
- c) If the PPC believes that an officer possesses the potential qualities but needs family violence training, prior arrangements should be made with the NFVU who will either provide or facilitate training to ensure that the officer is given the appropriate training upon taking up the position.
- d) The Provincial Coordinator shall be answerable to the PPC and must always adhere to the tasks specified in this policy.
- e) The family violence coordinator's duties include:
 - Ensure the safety of the complainant, victim and their family.
 - Coordinate housing requirements and any special needs for victim where possible.
 - Refer the victim to suitable community based organisation (CBO'S) or specialist NGO's for counselling, emergency assistance and medical assistance.
 - Coordinate public and police education programs on family violence.
 - Build a community network able to provide assistance and support to victims.
 - Act as an advocate for victim's rights.

- Record the numbers and offences prosecuted & the disposition of the charges.
 - Record the number of court orders obtained.
 - Report to the PPC/NFVU by the 3rd day of every month on the performance measures as listed.
- f) Due to geographical factors it may be necessary to appoint several members of the RSIPF in different locations within the provincial territory to be responsible for the coordination of family violence.

13.1.3 Reporting Family Violence offences

- a) All incidents of family violence whether it be a breach of a protection order, incidents of violence, offences related to law or any minor issue where the Police were notified or attended must be reported and recorded using the RSIPF FV-100 form. **(Modify paragraph dependant on how FV100 will work in with the Crime Report Form)**
- b) The RSIPF FV- 100 form is to be used to collect information for the Crime Statistics and Criminal Records department to monitor family violence occurrences through out the Solomon Islands.
- c) A copy of the RSIPF FV- 100 must be submitted to the National Statistics and Records office who will then produce a monthly report.
- d) All Provincial Family Violence Coordinators will collate relevant information from the FV- 100 and submit a family violence monthly report to the National Family Violence Coordinator's office based in Honiara and their PPC at the end of each month.

13.1.4 Protection Order Register

- a) A 'Protection Order Register' book shall be kept in every station.
- b) Where possible the station shall retain copies of all protection orders issued to that particular station for service. Information contained in the 'Protection Order Register' must be kept up-to-date and record the service, transfer and validity of the protection order.
- c) Protection Order Register book particulars will include:
- Name and Address of the victim/s (Applicant)
 - Name and address of the person whom the order is made against (Respondent).
 - Date on which the order was made/issued by the court
 - Date and place the order is served on the respondent
 - Duration/validity of the Order
 - Name and rank of officer serving the order

- d) The Provincial Coordinator is to ensure that this book is maintained at all times and is to inform appropriate Supervisors whenever there is a setback in the up-keep of the register.

13.1.5 Monitoring and Evaluation

- a) One of the goals of this policy is to create a suitable method to gather relevant information in order to monitor and evaluate family violence within the Solomon Islands in order to improve family violence standard practices within the RSIPF.

13.2 Family Violence issues in General

13.2.1 Stakeholders Network approach

(Insert reference to SOP attachment here or 13.3.4 or 13.3.10 ????)

- a) A link is to be created between the RSIPF and other stakeholders to ensure that a better service is rendered to victims and offenders. Services such as counselling, rehabilitation and safe keeping are crucial to this policy and must be provided where possible.
- b) It is desirable that a network should include Government Agencies and Institutions, Non Government Organisations, Community Chiefs and Religious Leaders, and that all these organisations share information, deliver services and jointly search for better solutions.
- c) Where there is limited presence of service providers, especially in the remote parts of the Solomon Islands, the Provincial Family Violence Coordinator should establish a local network that may include the Police, Village Chief, Provincial Government Representative, Church Leader and Local Court Official.
- d) Any dealings, negotiations, agreements or decisions made must always take into consideration the laws and customs of the people but shall show due respect for human rights and furthermore contribute to stopping family violence.

13.2.2 Children and the Effects of Family Violence

- a) Continued exposure to violence severely affects the development of children. Children who are often subjected to family violence are often withdrawn, possess poor communication and social skills and are highly susceptible to lower educational performances.
- b) Police attending any incidents of family violence involving children either as a victim or as a witness must always consider the safety of the child as the highest priority.

- c) Police Officers should make direct contact with the child at the scene to determine the child's welfare.
- d) Police Officers should contact a suitable support person whom the child can confide with before proceeding with any investigation. If there is evidence that a child is the victim of a crime then a normal process of investigation should be adhered to.
- e) When the attending officers conclude that a support service or other means of care is required for the child, then all necessary arrangements should be taken to ensure the safe transport and care of that child to a responsible family member, particular agency or specialist.
- f) Responding officers must regularly assess the child's safety and emotional needs and take any appropriate action necessary.

13.3 Responding to Incidents of Family Violence

13.3.1 Reports of Family Violence

- a) Members of the RSIPF shall accept, document and preserve all calls or reports regarding family violence, including those made anonymously.
- b) All reports implicating members of the RSIPF in family violence shall be documented fully. Such reports shall include the 'Daily Dispatch Report'.
- c) At the time a report, alleging family violence by an RSIPF officer, is made the duty supervisor shall forward a copy of the report, to the Commissioner of Police through the chain of command.
- d) If requested, copies of the victim's statements shall be made available to the victim as soon as practicable at no cost.

13.3.2 Communications Response

- a) All communications officers/dispatchers shall assign a high priority to all family violence calls, including those that involve or appear to involve a police officer of any department or branch.
- b) Communications officers/dispatchers shall immediately notify their Communications Supervisor of any family violence calls received that involves or appears to involve any police officer.

- c) Communications officers/dispatchers shall ensure the General Duties Shift Supervisor is notified and is made aware of any family violence incident that involves or appears to involve any police officer.
- d) The Communications Supervisor, in charge of the shift at the time, shall notify PSII of any family violence involving a police officer. Depending on the seriousness of the alleged offence the 'Duty Incident Report' shall be furnished by end of shift.
- e) Communications officers/dispatchers shall prepare and preserve documentation (job attendance sheets) of facts and circumstances of the call, for use in potential administrative or criminal investigations.

13.3.3 Attending to a family violence incidents

- a) Police Officers should identify all witnesses and establish the relationships between all the people concerned. Remember that these incidents usually occur in homes where the extended family could be the only other lodgers or neighbours.
- b) When a police officer has witnessed a family violence incident in a public place, the officer shall, giving consideration to personal safety, immediately intervene and deal with the matter accordingly.
- c) Where a police officer believes that a family violence offence has been committed or is about to be committed in a private area, the officer may enter, with or without the consent of the owner, and stop the violence or if necessary affect an arrest. (under common law). In all such cases due consideration must be given to the officer's safety when exercising such powers.

13.3.4 Investigation Practice

- a) Family violence incidents have the potential to include a wide range of offences. These can include homicide, sexual offences, assaults, threatening behaviour, wilful damage, trespass and burglary. Incidents may also occur where no criminal offence has been committed, but still requires some form of police intervention.
- b) Action taken by Police must focus on:
 - Protection of victims (including child witnesses)
 - Identify and investigating offences.
 - Arresting the offender.
- c) The responding officers shall investigate the incident thoroughly and perform the following actions:

- Address immediate safety of all parties involved, including police officers
- Take control of any weapons used or threatened to be used in the incident
- Secure the scene and preserve all evidence
- Obtain medical assistance/examination if required
- Note any injuries to the victim and damage to property
- Separate the parties involved in the family violence
- Interview all victims/witnesses, persons involved or present and obtain statements as required ensuring all elements of any intended charges are covered
- Ensure all elements of any intended charges are covered
- Note all admissions and/or incriminating statements
- Consider the need to obtain photographic evidence of all parties involved and of the scene
- Make an arrest if reasonable suspicion exists
- Complete the 'RSIPF Crime Report' in a timely manner.

13.3.5 When the alleged offender has left the scene

- a) The responding officers shall:
 - Determine whether an offence has been committed
 - Complete a thorough investigation as outlined above
 - Exhaust all reasonable means to identify and locate the alleged offender
 - Document all actions taken in a timely manner.
- b) If the responding officers are unable to locate the alleged offender in a timely manner the file should be forwarded through to the Criminal Investigation Division (CID) for further enquiries and follow up work to be completed.
- c) In the case of the suspect being a member of the RSIPF, if the responding officers are unable to locate the alleged offender the file should be forwarded through to PSII. **(Speak to PSII- do they need to deal with every case?)**
- d) Whenever a police officer who is involved in a family violence incident is not arrested or a warrant is not sought for their arrest then the on-scene supervisor shall write a full report outlining the incident including the reasons why to the Commissioner of Police within a timely manner. **(Does this clause fit here?)**

13.3.6 In the event of the victim leaving the scene

- a) The responding officers shall make every effort to locate the victim and follow through with the investigation. The responding officers shall ensure the victim is informed of the following:
 - The judicial process and the victim's rights
 - The standard of justifying "reasonable suspicion" to arrest

- Procedures for obtaining a 'Protection Order'.
- Community resources and local family violence support services.

13.3.7 Supervisors Response to incidents involving RSIPF – At the scene

- a) A supervisor of higher rank than the officer involved in the family violence incident shall report to the scene, regardless of the location of the involved officer's province or home station.
- b) At the scene the Supervisor shall take command and ensure that the crime scene is secured and that all evidence is collected.
- c) The Supervisor shall ensure an arrest is made in cases where reasonable suspicion exists.

13.3.8 Arrest

- a) Offenders who are responsible for family violence offences shall where reasonable suspicion exists, except in exceptional circumstances, be arrested by police. Upon cases where action other than arrest is contemplated, police officers must seek approval from their immediate supervisors before taking the intended action.
- b) When the victim makes a formal statement but refuses to sign the statement police will continue with the investigation.
- c) Where the victim refuses to give evidence in Court having already made a formal statement police will continue with the case and it will be up to the Magistrate to determine whether the charges be withdraw.
- d) Where the victim requests that charges be withdrawn, the victim shall submit a formal written statement to the presiding Magistrate notifying the Court of such intention. Police will continue to proceed with the prosecution case regardless of such intentions, however subject to judicial discretion.
- e) No family violence related charges will be withdrawn by Police unless directed by the Director Public Prosecutions or the Provincial Police Commander (PPC).

13.3.9 Bail and Custody

- a) The question of whether bail should be granted or not, should take into account the possibility of repetition of the offence or the likelihood of further offences being committed by the defendant if released.

- b) If the suspect is granted bail the police prosecution should request that the bail contains conditions that help to prevent further violence, threats or harassment to the victim.
- c) Police must make sure that the victim is informed of the intention to release the suspect on bail and ensure the victim is afforded appropriate protection and/or support.
- d) Victims must be advised of any conditions of bail pertaining to the suspect.

13.3.10 Victim Safety, Protection and Information

- a) Police shall ensure that all victims of family violence have access to appropriate and timely support and information about available services and remedies.
- b) Unless the victim has already indicated that he or she does not require support, attending police shall take action to ensure immediate notification is made to the relevant support agency, in accordance with locally agreed practice.
- c) Police have the obligation under investigation procedures to keep the victim and any witnesses informed at all times. Advice is also to be given to them on aspects concerning their safety and court dates.
- d) All officers shall be aware of possible victim/witness intimidation or coercion and the increased danger when a victim decides to leave their abusive partner.
- e) It is the duty of the officer in charge of the case to make reasonable efforts to ensure that the victim is safe and not being subjected to any harassment by the offender, relatives, and others. Officers must ensure that such an occurrence does not happen prior to, during or after court proceedings.
- f) If an officer suspects occurrences of intimidation or coercion of the victim/witness, the officer shall complete a written report to be delivered immediately to the officer in charge of the case through the chain of command.
- g) If the officer in charge of the case receives any written report in relation to intimidation or coercion he or she shall conduct enquiries to determine if this intimidation or coercion is occurring.

13.4 Protection Orders

13.4.1 Court Orders

- a) Protection orders as referred to in this policy is found in Section 22 to 24 of the Affiliation, Separation and Maintenance Act (CAP 1).

13.4.2 Application Procedures and Police Roles

- a) Protection will be afforded to “specified persons” who may include children of the applicant under Section 22 of the Affiliation, Separation and Maintenance Act, (Chap 1)
- b) If a victim wishes to make an application to obtain a Protection Order, police are to refer the victim to a relevant agency for assistance in making that application.
- c) Police Officers are to assist victims in;
 - Executing the order and ensure that all conditions stated in the order are met.
 - Remain available for the safety of the applicant during the execution of the order until the threat is removed.
 - Investigate any alleged breach of an order.
 - Prepare all intended charges for the breach of an order and other offences committed by the respondent under the penal code.

13.4.3 Power of Arrest, Detention, and Bail

- a) Police officers may arrest without warrant a respondent whom the officer has reasonable suspicion has breached any order made under Section 22 of the Act provided that the powers of arrest was attached to the order by the Court.
- b) If the order has no power of arrest attached and the officer is satisfied that the respondent has disobeyed an order, the officer must assist the victim to apply for an arrest warrant.
- c) Police may arrest the offender without a warrant if he/she acted in a manner that may amount to an offence found in the Penal Code (Ch. 7).

13.4.4 Service and Record of Protection Orders

(Should this be repositioned together with 13.1.4 -Protection order register & 13.4.1 – Court Orders?)

- a) When a protection order is issued by a court, the Registrar of the court in which the order is made shall, if possible, provide a further copy of the order and ensure it is furnished to the Provincial Commander at the nearest Provincial Headquarters.
- b) The Police Commanders of the Provincial Police Headquarters must without delay forward copies of the order received, to the Station Officer of the police station:
 - Nearest to where the protected person(s) resides;

- Nearest to where the respondent resides.
- c) Station officers must ensure that the register book (see protection order register) is kept in the station to be used as a record for protection orders served within that particular region.
- d) The station officer will assign the task of service of the protection order to the shift in-charge or the officer assisting the applicant on whom the application was made.
- e) Responsible officers must make necessary back ground checks on the respondents likeliness to pose a threat to the applicant and others including police.
- f) Any findings that the respondent has in his possession, firearms or any other dangerous weapons, the police should take all necessary steps to ensure that these threats are minimised and reduced appropriately.
- g) For the safety of applicants and children whom may face immediate danger from the respondent, the police must ensure that the protection order is served as soon as possible and to intervene should the respondent breach any conditions specified in the order.

13.5 RSIPF & Family Violence

13.5.1 Screening of potential Recruit Applicants

- a) Standard background checks on all potential new recruit applicants shall include identifying any incidents of family violence. All recruit applicants shall be clearly informed at the time of joining, of the RSIPF position of zero tolerance towards family violence by fellow police officers and the subsequent disciplinary action that may result.
- b) They shall also be informed of their responsibilities as a police officer to report any information where they know, a fellow officer is involved in any family violence incident.

13.5.2 RSIPF Responsibilities

- a) The RSIPF shall ensure that any family violence incident involving a police officer is reported through the appropriate chain of command in a timely manner.
- b) RSIPF shall, either in response to observed warning signs or at the request of an officer, spouse, family member, child or close partner provide appropriate assistance and intervention to the members involved before an act of family violence occurs.

- c) Some signs or changes in behaviour may include:
- Increased aggression towards work colleagues or members of the community
 - Increased abusive behaviour
 - Deteriorating work performance.
 - Excessive absences
 - Alcohol and drug abuse
 - Lack of concentration.
- d) RSIPF shall provide assistance to that officer and give him/her details of confidential counselling services available to them and refer them onto the RSIPF Welfare Unit.
- e) A disclosure on the part of any officer, spouse, family member, child or close partner to any member of the RSIPF that a police officer has been personally involved in a domestic violence incident will be treated as an admission or a report of a crime and shall be investigated both administratively and criminally.
- f) When a supervisor notes a pattern of problematic or aggressive behaviour as detailed above the supervisor must:
- Ensure the duty officer is informed and direct the Duty Incident Report to PSII
 - Address the behaviour with the officer concerned and document all contact
 - Forward a written report outlining the behaviour to the Commissioner of Police through the usual chain of command in a timely manner to determine whether disciplinary action is warranted
 - When necessary the Commissioner of Police may recommend that an officer undergo counselling from an agency specialising in family/domestic violence or male violence programmes.

13.5.3 Police Officer's Personal Responsibilities

- a) Officers who engage in any of the following actions may be subject to disciplinary action up to and including dismissal.
- Engages in Family Violence
 - Fails to report knowledge of abuse or violence involving a fellow officer.
 - Interferes with cases involving themselves or fellow officers.
 - Intimidates/coerces witnesses or victims. (i.e. harassment, threatening, false reporting)
- b) Officers, who learn they are the subject of a criminal investigation regardless of the jurisdiction, are required to immediately report the matter to their supervisor and provide notice of court dates, times, appearances and proceedings. Failure to do so may result in severe discipline up to and including dismissal.

- c) Officers who learn they are the subject of any Protection Order whether or not the order is issued and regardless of its jurisdiction, shall immediately report the matter to their supervisor and provide a copy of the order if issued. Failure to do so may result in severe discipline up to and including dismissal.

13.5.4 Follow up Action

- a) Either the Duty Officer or a senior Police officer are to ensure that all officers who respond to a family violence incident involving a police officer are debriefed.
- b) A debrief should be conducted by a senior member of police who had no involvement in the family incident. The debrief should include the following:
 - Review of department confidentiality guidelines
 - Direct order prohibiting discussion of the incident outside of the official inquiry
 - Clear delineation of assignments
 - Arrest warrants charging police officers with family violence and protective orders issued at a later date shall be served by at least two officers with at least one of those officers being of senior rank to the officer being served.
- c) Following any reported incident, the RSIPF shall designate a member above the rank of sergeant to perform the following duties:
 - Conduct an assessment of the officer's situation to determine the potential for further violence
 - Assess the officer's welfare, safety and state of mind
 - Act as a principal *point of contact* in keeping the victim informed of all developments including any risks for further violence
 - Ensure the victim has a safety plan in place
 - Report the findings of the risk assessment to the Commissioner of Police, the police officers direct supervisor, PSII and any other persons involved in the investigation or any reconciliation meeting
 - Ensure confidentiality is maintained with all parties.
 - Advise Media Unit of such incident, enquiry or investigation and assist with preparing any 'media release' statement.
 - Furnish a 'Debriefing Report' to the Office of the Commissioner outlining the content of such debriefing and all relevant matters.

13.5.5 Post Incident Administrative and Criminal Decisions

13.5.5.1 Administrative Investigations

- a) The RSIPF shall conduct separate parallel administrative and criminal investigations of alleged incidents of family violence involving police officers.

- b) Regardless of the outcome of the criminal case, the RSIPF shall uphold all administrative decisions. If the facts of the case indicate family violence has occurred or any RSIPF policies have been breached, administrative action shall be taken independent of any criminal proceedings as soon as practicable.
- c) Any member of the RSIPF who is the subject of any administrative and/or criminal investigation shall be afforded natural justice and protection of their departmental and legal rights.

13.5.5.2 Administrative Decisions

- a) The responsibility to complete the internal investigation of a police officer shall rest with PSII.
- b) Where sufficient information/evidence exists, the RSIPF shall take discipline administrative action against the accused officer in accordance with the Police Act.
- c) When an investigation of an incident identifies officers who have had knowledge of violence on the part of another officer but failed to notify the RSIPF or engaged in actions intended to interfere with the investigation, the RSIPF shall investigate those officers and take the required disciplinary action.

13.5.5.3 Criminal Investigations

- a) The responsibility to complete a criminal investigation of a police officer in a family violence incident shall rest with the PSII.
- b) The investigating official shall conduct criminal investigations as would be the case for any other criminal violation.
- c) In accordance with the officer's and victim's privacy rights, the investigating officer shall conduct sufficient interviews of family members, friends, neighbours, colleagues and others who may have information regarding criminal charges.
- d) Even though an initial report may already exist concerning a police officer, reports of any subsequent or additional criminal or non - criminal incidents, which may include fellow officers engaging in surveillance or intimidation of the victim, shall be documented in separate incident reports, assigned a case number and thoroughly investigated.
- e) Where sufficient evidence is obtained to warrant laying charges against a member of the RSIPF the prosecution case shall continue regardless whether the victim wishes to withdraw their complaint.

- f) The officer in charge of the case will liaise with the Prosecuting Officer and request that they be notified in a timely manner about any decisions regarding the adjudication of the case.
- g) As with any other case of criminal prosecution, the investigating officer shall request filing of court papers/complaints, ensure that the victim is notified in a timely manner and offer available assistance where required including any safety plans.
- h) Any police officer convicted of any crime as a result of any family violence related incident, upon recommendation, will be subject to disciplinary action including dismissal from the RSIPF.

14. MONITORING, EVALUATION AND REVIEW

This policy is to be reviewed by the Operations Portfolio at a time as soon as practicable after one year has passed from the date of effect.

Notwithstanding this review timeframe, the Commissioner of Police may seek to subject this policy to review at any time.

16. RELATED REFERENCES, POLICIES, AND PROCEDURES

17. APPLICABLE LEGISLATION / REGULATION

18. REFERENCES

19. APPENDIX/APPENDICES

20. ATTACHMENT/S