I. POLICY:

The Department of Juvenile Justice recognizes and respects the value and special integrity of each human life. In vesting Investigators with the lawful authority to use force to protect public welfare, a careful balancing of all human interest is required. Department of Juvenile Justice Investigators shall use only the amount of force that is necessary to respond to resistance or aggression while performing their lawful duties to protect the lives of the Investigator and all others. Force shall always be used in the most humane and safe manner possible.

II. DEFINITIONS:

**Deadly Force:** Force that is likely to cause death or serious bodily harm or that creates some specified degree of risk that a reasonable and prudent person would consider likely to cause death or serious bodily harm, as approved and in accordance with Departmental guidelines and training.

**Force:** The amount of influence or effort necessary to achieve the desired outcome. Force includes unwanted contact directed toward another, which may involve the direct laying on of hands, placing an object in motion that strikes the individual, or the utilization of chemical agents, as approved and in accordance with Departmental guidelines and training.

**Forcible Felony:** Any felony that involves the use of physical force or violence against any person (i.e., crimes against persons, aggravated battery, rape, kidnapping, etc.).

**Hard Empty Hand Control:** A method of physical restraint that utilizes strikes to nerve points.

**Non-Deadly Force:** Force that is neither likely nor intended to cause serious bodily harm. Non-deadly force shall include but not be limited to physical strength, physical skill, or the use of a chemical agent, as approved and in accordance with Departmental guidelines and training.
Reasonable Belief: The facts and circumstances Investigators know, or should know, that would cause an ordinary and prudent person to act or think in a similar way under similar circumstances. Based on what is called “Reasonable Man Standard,” this phrase can be interpreted to mean that, under the same or similar circumstances; any reasonable person would arrive at the same conclusion as did the person exercising force under O.C.G.A §16-3-21.

Restraints: Equipment designed to be applied to a person's body to limit the ability to move about or to restrict the movement and use of his/her extremities.

Serious Bodily Harm: A bodily injury that creates a substantial risk of death; causes serious, permanent disfigurement; or results in long-term loss or impairment of the functioning of any bodily member or organ.

Soft Empty Hand Control: A method of physical restraint using various come-along holds, leverage, pressure and self-defense measures to physically subdue and control a youth.

Use of Force: Physical force used to compel a subject to take action against his/her will or to prevent a subject from taking action that would be damaging to him/her, other persons or property. The use of force begins at Level 4 (Hard Empty Hand Controls) on the Use of Force Continuum.

III. USE OF FORCE CONTINUUM:

A. Use of force options will be described using the Use of Force Continuum. This continuum, offered as part of Investigator training, includes response options in the order of least restrictive and severe to most restrictive and severe.

Use of Force Continuum:

All actions by Investigators are predicated by the actions of individuals with whom they are interacting, and the totality of the circumstances of the incident.

Level 1: Investigator Presence
Investigators present themselves on a scene and their authority is recognized by verbal announcement of their identity as a Police Officer.

Level 2: Verbal Commands
Two-way, controlled, and non-emotional communication aimed at problem identification and resolution.

Level 3: Soft Empty Hand Control
For use with individuals unable to comply due to intoxication and individuals demonstrating passive and/or defensive resistance. Restraint techniques include those in which the individual would not experience any pain to moderate pain and should not sustain any injuries. These would include moderate escort techniques to physically maneuver or direct the individual from one location to another.
**Level 4: Hard Empty Hand Control (Use of Force)**

For use with uncooperative or aggressive individual(s) or those that refuse to be placed in custody. Restraint techniques include those used with sufficient force to inflict some degree of discomfort or pain to the individual, to force compliance and/or for the Investigator’s self defense. These may include take-downs, holds, and come-alongs.

**Level 5: Chemical Agents (Oleoresin Capsicum Spray)**

Oleoresin capsicum spray will only be used as a means of self protection or protection of others when lesser means of force are ineffective or insufficient.

**Level 6: Deadly Force**

Deadly force will only be used when necessary to defend self or others against force that is intended or likely to cause death or great bodily harm. If confronted with a potential deadly force encounter, Investigators will make every effort to avoid the encounter.

1. The Investigator will determine the use of force by the subject's actions and behavior (e.g., compliance, resistance, aggression or overt hostility), and the circumstances of the subject. The Investigator will take into account the ages, sizes, genders, level of physical skill and/or disability and other disparate factors of the Investigator and subject as the Investigator determines the degree (level) of force necessary to use in order to stop or have the subject stop his/her inappropriate, unlawful or dangerous behavior.

2. The Investigator will use the least restrictive and least severe force or control option reasonably believed to be necessary, under the circumstances, to stop and control the subject's inappropriate, unlawful or dangerous behavior(s).

3. The Investigator will use progressively more restrictive and severe force only if less restrictive and less severe measures have been tried and proved ineffective or are reasonably believed to be incapable of stopping the subject's inappropriate, unlawful or dangerous behavior(s).

4. Movement along the continuum from a less to a more restrictive and severe option may become necessary, as determined by the resistance and threat level presented by the subject. The Investigator will also de-escalate the use of force whenever a less restrictive or severe use of force option is reasonably believed capable of stopping and controlling the subject's inappropriate, unlawful or dangerous behavior. It is acknowledged that a subject's escalation/resistance and/or the threat level represented may be sudden. When this occurs, the Investigator will not be required to sequentially progress through the lesser to more restrictive and severe control and use of force options.

5. Investigators will take only reasonable and appropriate action when applying force in compliance with this policy. When force is used against a person, it must cease when the resistance by that person ends. (The use of restraints may continue when the resistance ends.)
6. Excessive force shall be specifically prohibited.

7. Force, security equipment and restraint equipment will be used only as control measures when absolutely necessary. They are not intended, and shall never be used as a means of punishment.

8. While the diverse nature of police work gives Investigators discretionary powers, discretion will be limited to Department policy. Investigators shall not make discretionary decisions that exceed prescribed Departmental policies.

B. Use of Non-Deadly Force:

1. Investigators will use only that level of force on the Use of Force Continuum that is reasonably necessary to bring the incident under control.

2. When considering non-deadly force, the following elements must be considered first:
   - Ability: The subject possesses the ability or apparent ability to resist the Investigator or a third party, or to cause injury to him/herself or another person;
   - Opportunity: The subject has the opportunity to resist the Investigator or a third party, or to cause injury to him/herself or another person;
   - Jeopardy: The subject has placed the Investigator, him/herself or a third party in imminent jeopardy (danger, hazard, peril); and
   - The Investigator has reasonably exhausted all other options.

3. Investigators may use non-deadly force in the following circumstances:
   - Self-defense;
   - Protection of the subject or others from physical harm;
   - To bring an unlawful situation safely and effectively under control; and
   - To restrain or subdue resistant/non-compliant individuals.

4. The amount and degree of force to be employed will be based upon, but not limited to, the following factors:
   - Nature of the offense;
   - Behavior of individuals against whom the force must be used;
   - Actions by third parties who may be present;
   - Physical conditions and tactical considerations;
   - Possibility of creating an unreasonable risk of injury or death to the subject or others; and
   - Availability of alternative actions.

5. Approved Non-Deadly Force Tactics:
   - Physical strength and skill;
   - Handcuffs (See Section E); and
   - Approved Oleoresin Capsicum (OC) Spray. (See Section F)
6. When resistance by the individual has ceased, Investigators will immediately modify their response accordingly. (The use of restraints may continue after resistance has ceased.)

7. Investigators will not be restricted in their use of reasonable non-deadly force to effect a lawful arrest.

C. Use of Deadly Force:

1. In accordance with O.C.G.A. §17-4-20, peace officers may use deadly force to apprehend a suspected felon only in the following circumstances:
   - When the officer reasonably believes that the suspect possesses a deadly weapon or any object, device, or instrument which, when used offensively against a person, is likely to or actually does result in serious bodily injury;
   - When the officer reasonably believes that the suspect poses an immediate threat of physical violence to the officer or others; or
   - When there is probable cause to believe that the suspect has committed a crime involving the infliction or threatened infliction of serious physical harm.

2. In protecting either him/herself or a third party, an Investigator must have a reasonable belief that the following elements are present and exist simultaneously before the use of deadly force can be used:
   - Ability: There exists a means or capability, either physical or mechanical, for a person to be able to cause death or serious physical injury to the Investigator or a third party;
   - Opportunity: The person is within an effective range and/or has time to utilize a physical or mechanical means to cause death or serious physical injury to the Investigator or a third party; and
   - Jeopardy: There has been a verbal communication, or a physical action, which manifests an intent on the part of the person to cause death or serious physical injury to the Investigator or a third party.

3. Investigators may use deadly force to apprehend a suspected felon when there is probable cause to believe that the suspect has committed a crime involving the infliction or threatened infliction (a forcible felony) of serious bodily harm or death.

4. Investigators will not use deadly force to apprehend an unarmed, non-dangerous suspect.

5. Investigators will not use deadly force to protect property.

6. Deadly force will never be used by an Investigator upon mere suspicion that a crime, no matter how serious, has been committed.

D. Use of Restraints:
1. Approved restraint devices include:
   - Handcuffs;
   - Waist chains;
   - Leg irons;
   - Leg restraints; and
   - Flex cuffs.

2. Investigators will carry only the restraint devices issued and approved by the Department. Handcuffs will be carried in handcuff cases issued by the Department. The handcuff case will not be worn in the area of the spine as a fall or impact could cause serious injury.

3. The Apprehensions Unit Assistant Director will maintain an inventory of all restraint devices, including who the restraint device is issued to. All restraint devices will be inspected annually by the Apprehensions Unit Assistant Director.

4. Restraint devices will be used only by P.O.S.T. certified law enforcement officers who have been so trained by the Department of Juvenile Justice.

5. Restraint devices will be used as taught by the Department of Juvenile Justice.

6. Restraints will be used to transport youth. In these circumstances, the use of an approved restraint device will not be considered a use of force.

7. Subjects placed under arrest will be handcuffed, with hands behind the back, prior to being transported. In cases of long transports (30 minutes or longer), the subject will be handcuffed in front, utilizing waist chains. Waist chains will be used with all transports of pregnant youth. This policy applies to all subjects regardless of age, sex or outward demeanor.

8. Investigators may use their own discretion in handcuffing when the subject has obvious physical limitation(s) or deformities and/or handicaps of their extremities, or some other medical conditions that prevents him/her from being handcuffed.

9. If handcuffing behind the back if physically impossible or impractical, handcuffs will be secured in the front of the individual.

10. Youth under arrest will remain handcuffed until safely placed in the facility intake area. (Individuals placed in an adult detention book-in may continue to be handcuffed depending on safety considerations.) Any time the youth or individual is moved into a common area (e.g., bathroom, transport to hospital, etc.), he/she will be handcuffed.

11. Handcuffs will be secured on the wrist of the subject with a snug fit, but with sufficient slack to permit blood circulation to avoid unnecessary pain. (The Investigator should be able to place the tip of the index finger between the handcuff and the subject’s wrist.) The handcuffs will be double locked as soon
as possible after control is established in order to prevent the individual from tightening the fit and injuring him/herself.

12. No more force than is necessary will be used to place a violent subject or one becoming violent into restraints.

13. At no time will a subject be restrained where the hands and/or hand restraints are tied or otherwise attached behind the back to the feet and/or foot restraints.

14. At no time will a subject be restrained to a stationary object.

E. Use of Oleoresin Capsicum (OC) Spray:

1. The approved OC Spray will be a Cap-Stun Weapons System 5.5% proprietary mixture of capsaicin ingredients, developed from natural oleoresin extract of capsicum pepper, formulated in isopropyl alcohol and isobutene.

2. The Apprehensions Unit Assistant Director will maintain a written inventory of all OC Spray canisters, and who has been issued an OC Spray canister and holster.

3. Investigators will carry only the OC Spray issued and approved by the Department. OC Spray will be carried in holsters issued by the Department. The holster will be worn on the duty belt in an area highly accessible to the Investigator that does not hinder drawing of the firearm and has limited access by aggressors. The holder will not be worn in the rear half of the belt, or in any area behind the firearm or portable radio.

4. The OC Spray will be protected from excessive heat. If a canister is damaged or in need of replacement, the Investigator will turn the canister into the Apprehensions Unit Assistant Director and be issued a new canister.

5. Depending on the manufacturer, the propellant used in the OC Spray may be flammable. Investigators will exercise caution in the use of OC Spray in the vicinity of fire.

6. Only Investigators who have received OC Spray training by a certified OC Spray instructor and training in this policy will be authorized to use and carry OC Spray.

7. Prior to the use of OC Spray, whenever time permits, a clear verbal warning of the Investigator’s intent to use OC Spray will be given.

8. OC Spray will only be authorized to:
   - Protect citizens against attack, injury or possible death;
   - Effect an arrest when violent or aggressive behavior is encountered or other less physical controls fail;
   - Control domestic or wild animals that are displaying hostile or aggressive behavior;
• Prevent the injury of the Investigator or other persons; or
• Prevent damage to property subsequent to arrest when other less physical controls fail.

9. OC Spray will only be used when an Investigator has a reasonable belief that:
   • The subject cannot be controlled by a lesser degree of force; and
   • The use of OC Spray is not likely to further aggravate the situation.

10. Anytime an Investigator uses OC Spray against a combative subject, the Investigator will provide fresh water to decontaminate the subject as soon as possible. The Investigator will request Emergency Medical Services for decontamination. The Investigator will notify the Communications Center and request a supervisor to respond to the scene.

11. First aid procedures for an individual exposed to OC Spray:
   a. Talk to the individual and attempt to calm him/her down by telling him/her what to expect in order to avoid a panic reaction and possible hyperventilation.
   b. Get the individual fresh air as soon as possible, and encourage him/her to breathe normally.
   c. When possible, use copious amounts of cool water to wash the eyes and exposed skin. Soap can be used as long as it is not oil-based.
   d. When placing the individual in a vehicle, he/she will be seated upright, or if lying down, placed face up. At no time will an individual be placed face down in a vehicle after being exposed to OC Spray.

12. In the case of an apprehended youth who has been exposed to OC Spray, the youth will be constantly monitored for at least two hours. The youth may be admitted to a DJJ secure facility within that two hour period if he/she has been decontaminated by Emergency Medical Services. When the youth is taken to a secure facility within two hours, the Investigator will notify the secure facility that the youth must be under constant observation for at least two hours.

13. In the case of a bystander who has been exposed to OC Spray, after being decontaminated, the bystander should be instructed to have a friend, relative, or medical personnel monitor him/her for two hours.

14. Inanimate objects will be decontaminated by opening windows and ventilation sources, washing the area with soap and water, and cleaning off affected food packages. The affected area should be clear of OC Spray within 30 minutes of its initial use.

15. OC Spray will not be used on a subject who is cooperative, passively resisting or for any punitive reason.

16. Following the intentional or unintentional use of OC Spray, the Investigator will notify the Apprehensions Unit Assistant Director or Director. The Investigator will complete a Special Incident Report in accordance with DJJ 8.5, Special Incidents.
F. **Use of a Firearm:**

1. Only Investigators that are trained and demonstrate an acceptable level of proficiency, in accordance with DJJ 19.6, Firearms, will be authorized to use or carry firearms.

2. Except for maintenance or during training, Investigators will maintain their firearms in a secured holster unless circumstances create reasonable belief that it may be necessary to use the weapons in conformance with this policy.

3. Before using a firearm, the Investigator will identify him/herself as a police officer and state the intent to shoot, if that action is feasible under the circumstances.

4. Investigators will be authorized to display or take their weapon out of the holster and/or fire their weapons under the following conditions:
   - When there are circumstances that create a reasonable belief that it may be necessary to use the weapon in an application of deadly force in compliance with this policy;
   - To destroy an animal that represents a threat to public safety;
   - During range practice, re-qualification, or competitive shooting events; and
   - To perform weapon maintenance or cleaning.

5. Investigators will not fire their weapons at or from a moving vehicle, unless, the vehicle itself is being used by the driver as a weapon to attack the Investigator or another person, and then only if no other reasonable course of action is available to the Investigator to preserve life or prevent serious bodily injury.

6. Except in the gravest of circumstances, firearms shall not be discharged if it appears likely that innocent persons may be injured.

7. Warning shots will be prohibited.

8. No Investigator will display or brandish a weapon as a threat unless actual use of the weapon would be warranted.

9. Investigators will not fire upon a person who has been ordered to halt, who without making any resistance, simply flees to avoid arrest.

10. Investigators will not fire at persons who have committed or are committing traffic violations, misdemeanors or non-forcible felonies.

11. Guidelines for the issuance, maintenance, storage, etc. of firearms may be found in DJJ 19.6, Firearms.

G. **Discharge of a Firearm:**
1. When an Investigator, whether on duty or off duty, accidentally discharges his firearm and there is no subsequent injury to any person, the Investigator will immediately notify his/her immediate supervisor of the incident. The immediate supervisor will ensure notification of the Apprehensions Unit Director. The Investigator will complete a Special Incident Report. The Investigator will attend firearms training within 30 days.

2. When an Investigator, whether on duty or off duty, intentionally discharges his firearm and there is no subsequent injury to any person, the Investigator will immediately notify his/her immediate supervisor of the incident. The immediate supervisor will, if at all possible, respond to the scene. The Deputy Commissioner of Administrative Services will be notified through the chain of command. The Investigator will complete a Special Incident Report. The Investigator will attend firearms training within 30 days.

3. When an Investigator discharges his/her firearm, or uses other deadly force, either accidentally or intentionally, and injury or death of another person results, the following procedures will be followed:

   a. Medical aid will be requested by the Investigator involved, or the first law enforcement officer on the scene if the involved Investigator is unable to call for aid.

   b. If at all possible, the immediate supervisor will respond to the scene.

   c. The Deputy Commissioner of Administrative Services will be notified through the chain of command.

   d. The Investigator will complete a Special Incident Report.

   e. Local law enforcement and the Georgia Bureau of Investigation will be notified. (The Georgia Bureau of Investigation will conduct the investigation.)

   f. The Investigator will remain at and secure the scene, unless directed to do otherwise by a supervisor.

   g. The Investigator will protect his firearm and present it for examination only to the local law enforcement agency’s detective assigned to investigate the incident. If the act of physically handling the weapon would result in the loss of evidence, the Investigator will physically...
secure the scene, including the undisturbed weapon, until the scene has been released by detectives. The firearm will be retained by local law enforcement as physical evidence.

h. The involved Investigator will make him/herself available for all questioning.

i. The Apprehensions Unit Director will determine, based on the circumstances of the incident, when the Investigator will be issued another weapon to replace the surrendered weapon.

j. The Investigator will attend firearms training within 30 days.

4. The Investigator will complete a Special Incident Report in accordance with DJJ 8.5, Special Incidents with the discharge of a firearm, except for during training exercises. The DJJ Investigations Unit will conduct an administrative investigation of all discharges of a firearm. This applies to incidents that occur on or off duty.

H. Medical attention will be given immediately to any injuries suffered as a result of a use of force. If the youth is in distress or has any obvious injury, the Investigator will immediately contact emergency medical services or transport the youth to the nearest emergency room.

I. Excessive force or brutality by any member of the Department shall not be tolerated. When Investigators are affecting arrests, necessary force may be used as previously mentioned. Equipment, soft/hard empty hand control techniques, and restraint techniques must be used for their intended purposes with appropriate training/certification only, and never as a method for intentionally inflicting injury. In cases where Investigators must defend themselves against serious bodily injury or with deadly force, injuries may occur.

IV. DELIVERY TO RECEIVING FACILITY:

A. Upon arrival to the RYDC or YDC, health care staff will complete the Report of Youth Injuries in accordance with DJJ 8.5, Special Incidents. (The timeframes for the Report of Youth Injuries will begin with admission of the youth to the RYDC or YDC.) The Report of Youth Injuries will be faxed to the Juvenile Apprehensions Unit immediately after completion for inclusion with the Special Incident Report.

B. Upon arrival to the RYDC or YDC, behavioral health staff will complete the Behavioral Health Evaluation in accordance with DJJ 8.5, Special Incidents. (The timeframes for the Behavioral Health Evaluation will begin with admission of the youth to the RYDC or YDC.) The Behavioral Health Evaluation will be faxed to the Juvenile Apprehensions Unit immediately after completion for inclusion with the Special Incident Report.

V. SPECIAL INCIDENT REPORTING:
A. All uses of force (Level 4 or higher on the use of force continuum) will be reported using the Special Incident Report processes outlined in DJJ 8.5, Special Incident Reports. Careful preparation of the Special Incident Report is essential, as it will be incumbent upon the reporting Investigator(s) to clearly articulate why a force option was selected and employed and why a lesser force option was determined to be insufficient to stop and/or control the subject's behavior.

B. Administrative Review of Non-Deadly Force Incidents:

1. The Apprehensions Unit Director or designee will conduct the Special Incident Report Administrative Review for all non-deadly force incidents. This review will be conducted within 72 hours of the incident, and before the incident is entered into the database.

2. The administrative review will include, at a minimum:
   - Reading the SIR;
   - Reading all statements and medical/mental health reports associated with the incident; (If the medical or mental health report is missing, the reviewer will request the report from the RYDC/YDC Director.)
   - Requiring and ensuring the completion of any incomplete or missing documentation, including staff/youth statements;
   - Noting any prior history of the involved employee(s); and
   - Completing the SIR Administrative Review page.

3. The DJJ Investigations Unit will conduct an administrative investigation of all force incidents that result in an injury severity rating of 4 or more. This applies to incidents that occur on or off duty.

C. Administrative Review of Deadly Force Incidents:

1. The Apprehensions Unit Director will conduct the Special Incident Report Administrative Review for all deadly force incidents. This review will be conducted within 72 hours of the incident, and before the incident is entered into the database.

2. The administrative review will include, at a minimum:
   - Reading the SIR;
   - Reading all statements and medical/mental health reports associated with the incident; (If the medical or mental health report is missing, the reviewer will request the report from the RYDC/YDC Director.)
   - Requiring and ensuring the completion of any incomplete or missing documentation, including staff/youth statements;
   - Noting any prior history of the involved employee(s); and
   - Completing the SIR Administrative Review page.

3. In all cases where any person has been seriously injured or killed as a result of the use of deadly force by an Investigator, or when an Investigator has been
involved in a critical or traumatic incident, (not limited to shootings), the Investigator will automatically be placed on Administrative Duty or other action as may be warranted and within DJJ policy. The assignment will not be interpreted to imply or indicate that the Investigator has acted improperly. (The Investigator will surrender his/her firearm and badge to the Apprehensions Unit Assistant Director.)

4. In all cases where any person has been injured or killed as a result of the use of deadly force by an Investigator, or when an Investigator has been involved in a critical or traumatic incident (not limited to shootings), or when the Investigator has been the victim of a deadly force act, the Investigator will be required to undergo a psychological debriefing through the Employee Assistance Program as soon as possible after the incident. The counselor, psychologist, or psychiatrist will send a written report to the Apprehensions Unit Director stating if, and when, the Investigator should return to his/her regular duty assignment.

5. In all administrative investigations where any person has been injured or killed as a result of deadly force by an Investigator, if the investigating unit or any supervisor determines that there is a reasonable suspicion that the Investigator involved is under the influence of alcohol or drugs, the Investigator will be required to submit to a blood and/or a urine test.

VI. GENERAL PROCEDURES:

A. The following items, weapons, materials and control techniques are expressly forbidden:
   - Blackjacks;
   - Slap gloves;
   - Brass knuckles;
   - Any other weighted material not authorized;
   - Shock devices designed or modified to produce electrical shock to persons in an attempt to control;
   - Claws of metal or strong plastic designed as come-alongs which attach to the wrists or other body parts and can be tightened by twisting;
   - Any control/restraining type technique in which an employee places direct pressure on the front of the throat/tracheal area; and
   - Any item intended to control a person that is not expressly authorized by this policy.

B. Training:

1. Investigators will be authorized to use force only after completion of the following:
   - Georgia Peace Officer Standards and Training Council basic mandate course;
   - Training in the Department of Juvenile Justice Use of Force, Firearms, and Special Incident Reporting policies;
• Signing the Use of Force Policy Acknowledgement Statement (Attachment A); and
• Being sworn in by the Commissioner of the Department of Juvenile Justice.

2. All Investigators will receive annual training on this policy.

C. All Investigators are subject to random drug screening under the provisions of O.C.G.A. §45-20-90.

D. Investigators, whether on or off duty, who witness criminal activity should make every possible effort to allow the law enforcement agency having primary jurisdiction to handle the matter. Investigators, except in extreme emergency, should only act upon request of a representative of that agency in assistance of that agency.

E. This policy generally sets forth the views of the Department of Juvenile Justice, and generally summarizes the law of the State of Georgia on the specific issues outlined above. Any Investigator needing detailed advice regarding interpretation of the applicable laws should discuss the matter with the Director of Legal Services. Failure to comply with this policy or applicable laws and regulations may subject the individual Investigator to civil or criminal liability or disciplinary action, up to and including dismissal.

VII. LOCAL OPERATING PROCEDURES REQUIRED: NO

This policy is for Department of Juvenile Justice use only and the standards or policies established do not apply in any criminal or civil proceedings. It is not intended and should not be construed as creating a higher standard of care in an evidentiary sense with respect to third party claims. Violation of this policy will form the basis for disciplinary action or termination of employment.