

## **Recruit Officers**

### **1115.1 PURPOSE AND SCOPE**

The purpose of this policy is to provide a blueprint for success in the Recruit Officer Training Program.

### **1115.2 POLICY**

It shall be the policy of the University of Maryland, Baltimore Police Department (UMBPD) that all Recruit Officers meet minimum standards as defined by this directive and the Maryland Police and Corrections Training Commission (MPCTC).

### **1115.3 TRAINING AND EVALUATION**

#### **1115.3.1 RULES AND REGULATIONS**

All personnel attending the recruit training class are required to abide by the rules and regulations of the UMBPD as outlined by departmental policies and the rules and regulations of the host academy.

#### **1115.3.2 EVALUATION**

- (a) Although trainees are not officially commissioned as probationary police officers until they have successfully completed the recruit training period, they are nevertheless evaluated as to their professional standards.
- (b) The minimum acceptable passing rating for a Recruit Officer is an academic score of 70% or a letter grade of "C" or better.
- (c) Recommendations for dismissal will be made in all cases where trainees display an inability to maintain the required 70% academic score average.

#### **1115.3.3 DISCIPLINE**

All academic work during the entire program is based upon the honor system. Any trainee violating the honor system, or having knowledge of violations and failing to report them will be subject to immediate dismissal.

#### **1115.3.4 RETENTION**

- (a) Passing grades in written and/or oral examinations will not in themselves guarantee continued employment with the UMBPD, as all phases of the training program will be used collectively in the evaluation of each recruit.
- (b) Trainees attending the recruit training session may be dismissed from the police service at the discretion of the Chief of Police.

### **1115.4 ATTENDANCE AND BEARING**

### *Recruit Officers*

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#### 1115.4.1 ATTENDANCE

- (a) Recruits are required to attend every scheduled session of training unless directed otherwise by the Education and Training Lieutenant, Chief of Police or authorized designee. Lateness and/or unauthorized absence shall result in disciplinary action.
- (b) Recruits who are unable to report for duty on time, or find it necessary to be absent due to illness or other emergency, must report this to the Commanding Officer of the host academy prior to the starting time of the class. The absence must also be reported, through the Education and Training Lieutenant, to the Chief of Police.

#### 1115.4.2 MILITARY BEARING

The UMBPD is a semi-military organization and military bearing plays an important role in how sworn members address each other (i.e., hand salute, etc.). Military bearing involves having self-control, self-discipline, being responsible and accountable, and conducting himself/herself in a professional manner that brings credit upon himself/herself and the department. In order to develop self-discipline, esprit de corps and leadership potential, a military bearing is expected of all recruits at all times.