

**Town of Shalimar
Police Department Policy Manual**

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TABLE OF CONTENTS

8.03.01	PURPOSE	1
8.03.02	AUTHORITY	1
8.03.03	POLICY	1
8.03.04	RESPONSIBILITIES	2
8.03.05	PROCEDURES	2
8.03.06	REGULATIONS	6

8.03.01 PURPOSE

This directive provides a systematic, objective, and impartial method of investigating allegations of inappropriate behavior by Town of Shalimar Police Department employees. It also provides a procedure for the disposition and handling of Internal Affairs Investigations.

8.03.02 AUTHORITY

Section 112.533, Florida Statute

8.03.03 POLICY

The Town of Shalimar Police Department maintains a commitment to the principles outlined in the Law Enforcement Officers' Bill of Rights and to equity and fairness in complaint investigation. In *Garcia vs. New Jersey* and *Gardner vs. Beardsick*, the United States Supreme Court extended to police officers the protection of the privilege against self-incrimination. Statements which they are compelled to make, by threatened loss of their employment or other disciplinary action, may not form the basis of a criminal prosecution against them, nor can they be compelled to waive this privilege. However, the court has clearly indicated that the privilege against self-incrimination is not a bar to dismissal if a police officer refuses to "answer questions specifically, directly and narrowly relating to the performance of his official duties, without being required to waive his immunity with respect to the use of his answers or the fruits thereof in a criminal prosecution of himself." In other words, refusal to answer questions intended merely to secure information concerning his official activities could justify dismissal or other disciplinary action.

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Thomas Griffiths



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Table of Contents Lapd Policy And Procedure Manual

1. Understanding the eBook Lapd Policy And Procedure Manual
 - The Rise of Digital Reading Lapd Policy And Procedure Manual
 - Advantages of eBooks Over Traditional Books
2. Identifying Lapd Policy And Procedure Manual
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Lapd Policy And Procedure Manual
 - User-Friendly Interface
4. Exploring eBook Recommendations from Lapd Policy And Procedure Manual
 - Personalized Recommendations
 - Lapd Policy And Procedure Manual User Reviews and Ratings
 - Lapd Policy And Procedure Manual and Bestseller Lists
5. Accessing Lapd Policy And Procedure Manual Free and Paid eBooks
 - Lapd Policy And Procedure Manual Public Domain eBooks
 - Lapd Policy And Procedure Manual eBook Subscription Services

- Lapd Policy And Procedure Manual Budget-Friendly Options
- 6. Navigating Lapd Policy And Procedure Manual eBook Formats
 - ePub, PDF, MOBI, and More
 - Lapd Policy And Procedure Manual Compatibility with Devices
 - Lapd Policy And Procedure Manual Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Lapd Policy And Procedure Manual
 - Highlighting and Note-Taking Lapd Policy And Procedure Manual
 - Interactive Elements Lapd Policy And Procedure Manual
- 8. Staying Engaged with Lapd Policy And Procedure Manual
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Lapd Policy And Procedure Manual
- 9. Balancing eBooks and Physical Books Lapd Policy And Procedure Manual
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Lapd Policy And Procedure Manual
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Lapd Policy And Procedure Manual
 - Setting Reading Goals Lapd Policy And Procedure Manual
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Lapd Policy And Procedure Manual
 - Fact-Checking eBook Content of Lapd Policy And Procedure Manual
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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