



Charter

Ethics Committee

Chartered December 30, 2010

Period Covered: December 30, 2010–October 31, 2011

Appointed under the IACA Bylaws, Article VII, Paragraph 2, Section E

Chair

Herb Kuehne Sioux City (IA) Police Department

Members

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| Shannon Bage-Rivera | Las Cruces (NM) Police Department |
| Jeri Elliott | Westminster (CO) Police Department |
| Kimberly Hathaway | Kennewick (WA) Police Department |
| Pam Notar | Rochester (NY) Police Department |
| Debra J. Piehl | Data-Driven Approaches to Crime & Traffic Safety |

Mission

- To investigate any ethical grievances received from the IACA members concerning other IACA members, IACA committees, IACA projects, or IACA Board members;
- To recommend sanctions or resolutions based on these grievances

Goals

1. Upon the receipt of a grievance, investigate and report to the IACA Secretary (or, if the Secretary is the subject of the grievance, the IACA Vice President of Membership) within 60 days.
2. If after completing your investigation, you believe the action in question constitutes a criminal act under the laws of the jurisdiction in question, to report your findings to the law enforcement agency with the appropriate jurisdiction.

Authorizations

1. You are authorized to use any means and resources, including those provided within this charter, and to make any decisions necessary, excepting those restricted below, to achieve these goals.
2. You are authorized to contact and interview any IACA member, contractor, business partner, or affiliate who may have information important to your investigation (but see Restriction #2).
3. You are authorized to examine any IACA document or correspondence, including those not normally subject to public review, that bears relevance to your investigation.

Restrictions

1. You have no extra-legal authorization. Although most members of the Ethics Committee work for police agencies, you may not use your law enforcement authority or status to obtain records, compel interviews, or retrieve any information not normally available to non law enforcement personnel. If the grievance concerns a crime, you must leave such investigation to the law enforcement agency with appropriate jurisdiction.
2. If your investigation requires you to contact an IACA contractor, business partner, or affiliate, you shall supply a list of these individuals and businesses to the IACA Secretary (or, if the Secretary is the subject of the investigation, to the IACA Vice President of Membership) before making contact.

Guidelines

1. Although you must take some action to review each complaint, you are not bound to fully investigate each complaint if you believe it to be trivial or spurious. Exercise your best judgment as to whether a complaint warrants a full investigation.
2. Until you submit your final report, with recommendations, to the IACA Secretary, please keep the fact of the investigation confidential.
3. Although the IACA is not a legal body, and thus does not require the formalities of due process or an objective standard of proof, please try to adhere to the investigative standards inherent in an enlightened society: subjects of investigations should be considered innocent until proven guilty; subjects should have the ability to answer and refute the accusations; subjects should not be coerced into providing evidence against themselves; and the Ethics Committee should refuse to investigate spurious or malicious accusations.
4. The bylaws contain no mention of sanctions for ethical violations short of expulsion from the IACA. Although you may recommend expulsion if you believe the offense is serious enough, you are expected to make a specific recommendation tailored to the nature of the complaint. Such recommendations might include, but are not limited to, an official letter of reprimand, some form of redress based on the original offense, suspension of membership for a short period, removal from a committee or position, or loss of committee benefits (if applicable).

Budget and Resources

1. You have no initial budget allocation. If you receive a grievance, you may encumber up to \$500 in necessary expenses to investigate it. You may petition the Board for a larger allotment if required.
2. You may use the IACA's conference call service as often as you feel is necessary to convene committee meetings.

Committee Benefits

Expecting that the total number of hours-per-year shall be less than 10, the Ethics Committee is assigned to Level 1 of the IACA's benefits schedule, meaning that members will receive free membership during their terms of service and a \$100 discount to the IACA Annual Training Conference.

Review, Renewal, and Dissolution

This committee shall be dissolved as required by the IACA bylaws at the end of its term of service.

Chartered under my authority as President of the International Association of Crime Analysts on December 30, 2010.



Christopher W. Bruce