

FORCE ORDERS (CONT'D)

2ND JUNE, 2016

SERIAL NO. 3600

REMINDER - SAFETY OF FIREARMS IN POSSESSION OF JAMAICA CONSTABULARY FORCE (JCF) PERSONNEL (CONT'D)

In all three (3) instances the weapons were reportedly under the pillow of the police while they slept; yet children as young as three (3) years old were able to remove these weapons without causing the members to be awakened.

Secondly, these weapons must have been charged, especially in the instances where they were discharged by children of a tender age.

In light of the above and in order to avoid any recurrence of these incidents, the following excerpt from the **Keep and Care Firearm and Ammunition Policy** (F.O. # 3577 dated 2015.12.24) **MUST** be noted for strict compliance:

- 4B (v). Any Portfolio, Branch or Area Officer may approve the request of a member under his/her command to keep and care a revolver or pistol from his/her stock of firearms provided he/she is satisfied that: "Adequate provision is made by the member for the security of the firearm."**
- 4K. Members authorized to keep and care firearms have a responsibility with regards to the care, maintenance and storage of that weapon. The member should never loan the weapon or allow it to be used by unauthorized persons; and**
- 8B. Police personnel who are off duty and are carrying keep and care service firearms must ensure that the firearm is properly concealed.**

Sub. No. 11 REMINDER - JAMAICA CONSTABULARY FORCE POLICY ON DIVERSITY

The Diversity policy is one in a series of policies developed by the Jamaica Constabulary Force to enhance our professionalism and intensify awareness of our human rights obligations and responsibilities as we interact with all citizens and visitors within our jurisdiction. Force Orders No. 3599, Part I, Sub. No. 3 dated 2016-05-26, treating on the sub-head is hereby republished for general information and strict compliance.

POLICY STATEMENT

The Jamaica Constabulary Force believes that all citizens of Jamaica and visitors to its shores have a right to be treated with dignity and respect, irrespective of who they are or the particular grouping to which they belong. Through the Jamaica Constabulary Force Policy on Diversity, the organization will strive to ensure fair treatment of all in our service delivery. It is the policy of the Jamaica Constabulary Force that all reports from any individual or group be handled in a manner which reflect the highest level of professionalism and respect for human rights and dignity. This should be done with a view to portraying a professional image of the police and enhancing positive relationship between the wider community and the police service.

The Standard Operating Procedures for police interaction with individuals or members of all diverse groups are adopted as a set of practical guide to minimum standards to be adhered to by all members of the JCF and Rural Police. Any departure from these procedures will be viewed as a breach of discipline.

PURPOSE

The purpose of this policy is to provide overall direction to members of the Police Force in relation to the handling of issues brought to their attention by any individual or group from diverse communities. The aim of the policy is to effectively transform the negative aspects of police culture manifested in the scant regards paid to reports made by members of diverse groups, as it relates to incidence of crimes committed against them.

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OBJECTIVES

The objectives of this policy are to:

- improve public confidence by demonstrating fairness, integrity, tolerance and understanding in dealing with all sections of the community;
- show commitment, value and support to every individual by seeking to eliminate all forms of harassment and discrimination;
- develop a workforce which empathizes with the community it serves;
- provide necessary support and referral to victims of crime and violence, regardless of individual or group differences of the complainant;
- reduce the fear of individuals from diverse groups of reporting crime and violence;
- ensure the provision of high quality, professional policing services to *all* members of the public;
- ensure that police officers remain informed about emerging diversity issues affecting communities;
- ensure that all individuals have access to the full range of available policing services and other referrals; and
- decrease the number of complaints against the police regarding unprofessional conduct.

SCOPE

This policy affects all sworn and unsworn members of the Jamaica Constabulary Force and Rural Police. It encompasses all victims of crime, accused, witnesses or any concerned citizen who come in contact with the police, irrespective of individuality or grouping. It also extends to the general community since the JCF has a role to educate the community about prejudice-related violence as part of its crime prevention and reduction strategy.

DEFINITIONS

Diversity: This is a concept that recognizes individuals and groups from a broad spectrum of demographic and philosophical differences. It includes the acceptance of persons without prejudice and discrimination, irrespective of their religion, ethnicity, sexual orientation, class, colour, creed or political ideology.

Diverse Communities: Conceptually, diverse communities are made up of groups of persons of various ethnicity, religion, sexual orientation, class, colour, political ideology, physical or mental challenges and any other feature that adds variety to mainstream society.

ROLES AND RESPONSIBILITIES

It is the duty of all members of the police force to adhere to the policy on diversity, which aims to eliminate all forms of discrimination and inequitable treatment towards all members of the public.

All officers and sub-officers must ensure that members under their supervision are made aware of the provisions of this policy. They should ensure that individuals who fail to comply with this policy and other related rules and regulations of the organization are disciplined.

OPERATING PROTOCOL

The following operating protocols are to be strictly adhered to as soon as it is established that any individual or group was victimized because of their religion, ethnicity, sexual orientation, class, colour, creed or political ideology.

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1. If the initial report is made at a police station, a sub-officer must be informed immediately. The sub-officer will cause the full report and statement(s) to be collected in private and a report along with the case file forwarded to the divisional commander.
2. The divisional commander will cause the file to be assigned for full investigation. The investigator will ensure the privacy and security of the victim and try to bring an early closure to the investigation.
3. The investigator will update the victim as to the progress of the investigation on a timely basis.
4. In cases where the initial report is made to members working on the street, the matter must be immediately brought to the attention of the supervisor by secure communication. The supervisor will ensure the safety and security of the victim while he or she is being taken to the station for the report to be taken in privacy.
5. The same protocol at (1) to (3) will be followed until the conclusion of the case.
6. At no time should public statements be made or information divulged to the media about the case under investigation, without the approval of the divisional commander.
7. Members will treat cases of diversity with alacrity, professionalism, sensitivity and dignity.
8. In cases where complaints are about members of the police force who refuse to take reports, or treat the complainant in a disrespectful manner, or are tardy in the investigation of matters, the sub-officer in charge of the station will report such matters to the divisional commander who will cause the necessary disciplinary action to be taken and the cases reassigned for investigation.
9. The divisional commanders will cause a record to be made for statistical purposes of all diversity cases reported, the nature of the reports and the outcome of investigations. This data is to be forwarded to the Statistics Unit on a monthly basis.

REFERENCES

This policy must be read in conjunction with:

- **The Jamaican Constitution(The Charter of Rights and Freedoms);**
- **JCF policies, regulations, manuals and charter:-**
 - **Jamaica Constabulary Force Citizens' Charter**
 - **Jamaica Constabulary Force Manual for Community Policing Services Delivery**
 - **The Jamaica Police Manual**
 - **Jamaica Constabulary Core Values and Principles**
 - **Jamaica Constabulary Force Ethics and Integrity Policy**
 - **Police Public Interaction Policy and Standard Operating Procedures**

IMPLEMENTATION

This policy should be implemented in accordance with the Standard Operating Procedures guiding proper management, accountability, human right, service and ethics and effective law enforcement. The protocols established are aimed at fulfilling the mandate of the charter of rights which speaks to the fair and equitable treatment of all individuals, irrespective of their religion, ethnicity, sexual orientation, class, colour, creed, or political ideology.

For the purpose of the effective implementation of this policy, it is required that the subject of diversity be taught at all levels of the National Police College of Jamaica. It is the responsibility of divisional commanders to ensure that all members under his or her command are sensitized and conversant with this policy and are able to deal professionally with issues relating to it.