
CLASSROOM DISCRIMINATION COMPLAINT

POLICY AND PROCEDURE

It is the policy of the Minnesota Chiefs of Police Association (MCPA) that its educational programs will be conducted in an atmosphere and environment that is free from classroom discrimination, which is defined as any act or comment of prejudice by an instructor, staff member, or participant which relates to race, gender, age, color, religion, national origin, marital status, physical disability, mental disability, or characteristics identified as sexual orientation, and that offends another person.

In order to carry out this policy, and in accordance with the administrative rules of the Minnesota Board of Peace Officer Standards and Training (POST), the Minnesota Chiefs of Police Association has adopted the following procedures for the investigation and resolution of any complaints of classroom discrimination.

A person who has been offended by an act that they feel constitutes classroom discrimination may initiate a complaint in any of the following ways:

1. By bringing the complaint to the attention of the class instructor, who will refer the complaint to MCPA; or
2. By bringing the complaint to the Executive Director, either directly or through the on-site classroom coordinator; or
3. By bringing the complaint to the Minnesota Chiefs of Police Association, directing it to the Chair of the Education and Training Committee, who is charged with investigating and resolving all complaints.

The successful implementation of the anti-discrimination policy is the duty of everyone associated with the MCPA -sponsored courses:

PARTICIPANTS in the program must refrain from acts or comments that may be offensive to others.

INSTRUCTORS must be aware of the policy and avoid any discrimination in their presentations. They must make the participants aware that this policy exists and whom they should contact if there is a complaint. Instructors must also, as a condition of their contract, cooperate in any investigation of classroom discrimination, including preparing a written statement, if requested.

MCPA AND ANY CONTRACTED STAFF must make the participants aware that this policy exists and whom they should contact if there is a complaint.



MINNESOTA CHIEFS OF POLICE ASSOCIATION
DEDICATED TO THE IDEALS OF PROFESSIONAL POLICING

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