



UNDERSTANDING THE BOUNDARIES

PROFESSIONAL BOUNDARIES

As a valued member of the local community:

YOU

- can help us to maintain the highest standards of integrity.
- can help us stay the right side of the policing line.
- can help us increase our awareness and understanding of abuse of authority based inappropriate behaviour.
- can help us understand the signs and identify police employees who may have abused their position.



VERA BAIRD CC
POLICE & CRIME COMMISSIONER



**NORTHUMBRIA
POLICE**
Proud to Protect

THE SIGNS?

Some of the signs of a police employee crossing the boundaries with a complainant, witness, vulnerable person or offender include:

- Contacts or visits off duty
- Nicknames / pet names
- Flirtatious behaviour
- Exchanging presents /gifts/letters
- Physical contact
- Sexualised comments and emojis or kisses on messages
- Unnecessary communication
- Continued contact after an incident or case is concluded
- Social media contact

A vulnerable person may often not see that there is anything wrong with the relationship and how it started

GOT CONCERNS?

Contact Northumbria Police's Professional Standards Counter Corruption Unit if a client tells you about:

- Inappropriate sexual or emotional relationship with a police employee.
- Inappropriate behaviour by a police employee.
- Excessive or unnecessary contact from a police employee.

Counter Corruption Unit

countercorruptionunit@northumbria.pnn.police.uk

Confidential Reporting Number

0191 2219591 or

northumbria-confidential-hotline@northumbria.pnn.police.uk

