



# 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** OC  
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

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# GOT CONCERNS?

Contact Northumbria Police's Professional Standards Counter Corruption Unit if you have any information or intelligence of concern regarding:

- 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](mailto:countercorruptionunit@northumbria.pnn.police.uk)

## **Confidential Reporting Number**

0191 4373373 or

[northumbria-confidential-hotline@northumbria.pnn.police.uk](mailto:northumbria-confidential-hotline@northumbria.pnn.police.uk)

