

MINNEAPOLIS POLICE DEPARTMENT

SPECIAL ORDER



BY ORDER OF THE CHIEF OF POLICE

DATE ISSUED: July 28, 2025	DATE EFFECTIVE: July 31, 2025	NUMBER: SO25-022	PAGE: 1 of 5
TO: Distribution "A"			RETENTION DATE: Until Rescinded
SUBJECT: Manual Revision – <u>Volume Zero- Introduction</u> <u>Chapter 0-100 Department Principles</u> <u>0-101 Preface</u> <u>0-102 Mission, Vision, Values, and Goals</u>			APPROVED BY: <i>Chief O'Hara</i>

MP-8806

Introduction: This special order adds a new volume and chapter to split the Preface and the Mission, Vision, Values, and Goals. These sections were updated to incorporate the new priorities that reflect our deep commitment to the communities we serve and to one another as colleagues.

Effective with the issuance of this Special Order, the Preface of the MPD Policy and Procedure Manual shall be amended as follows:

Minneapolis Police Department Policy and Procedure Manual

Discrimination and Harassment

~~The City of Minneapolis and the Minneapolis Police Department prohibits discrimination and harassment of citizens and employees on the basis of race, color, creed, age, religion, ancestry, national origin, affectional preference, disability, marital status, familial status, status with regard to public assistance, or Vietnam era veteran status.~~

Americans With Disabilities Act (ADA)

~~The City of Minneapolis and the Minneapolis Police Department recognize the authority of the Americans with Disabilities Act (ADA)~~

0-101 Preface

~~(10/29/96)~~ (11/08/16) (07/31/25)

The Minneapolis Police Department (MPD) is a part of, and empowered by, the community. Our authority comes from the law, but our legitimacy is rooted in the will and consent of the people.

We understand that effective policing goes beyond just enforcing laws; it involves building meaningful, trusting, and long-lasting relationships with those we serve.

Minneapolis is home to diverse and vibrant communities. We recognize Minneapolis is made up of people of diverse characteristics, with community members coming from all over the world with complex and diverse lived experiences to make Minneapolis home. MPD values and celebrates this diversity as a source of strength.

The MPD is committed to protecting and respecting all those we serve. We are dedicated to partnering with our community to foster strong, collaborative relationships that enhance public safety, uphold the law, and tackle the underlying causes of crime.

To achieve this, the MPD expects all Department members to uphold high standards of moral character and integrity, act in accordance with the law, with services provided without discrimination and bias, and to always maintain impeccable professional conduct.

~~Minneapolis Police Officers are not separate from the citizens of Minneapolis. We draw our authority from the will and consent of the people. The police are the instrument of the people to achieve and maintain order. Our efforts are founded on the principles of public service and ultimate responsibility to the public.~~

~~The specific goals and priorities which we establish within the limits of our legislatively granted authority are determined to a large extent by community desires. These desires are transmitted to us through the community and the governing body of the City of Minneapolis. We conscientiously strive to be responsive to these desires, knowing full well that we exist not to serve ourselves but to serve and protect others.~~

~~Police officers are accountable to the people for their decisions and the subsequent consequences. A substantial percentage of police work is done in direct response to citizen complaints. This underscores the frequently unrecognized fact that members of the public are an integral part of the criminal justice system. Though many factors play a role in the success of the system, citizen participation is preeminent. Public confidence in the criminal justice system depends primarily on the trust that the people have in their police.~~

~~The fundamental purpose and role of the police in a free society is the protection of constitutional guarantees, maintenance of public order, crime prevention and suppression, and dutiful response to the needs of the community.~~

~~The role of the Minneapolis Police Department, as stated above, is the guiding principle for the development of the Department Vision Statement and accompanying critical issues; the Policy and Procedural Manual; the goals, objectives, and policies of all organizational components; and the priorities of the Minneapolis Police Department.~~

0-102 Mission, Vision, ~~Mission~~, Values and Goals

(09/01/93) (10/29/96) (12/21/01) (09/19/08) (03/29/17) (02/25/19) (06/01/22) (07/31/25)

Adopted by the Minneapolis Police Department on ~~01/18/22~~07/31/25:

Vision:

~~Policing is a sacred trust, a pledge by each of us to care for and safeguard the members of this community. This is the why at the heart of everything we do—every decision we make on every call, case and interaction. As we hold ourselves accountable, we must always examine whether the actions taken reflected the spirit of caring and a genuine effort to leave the situation better than it was when we became involved.~~

I. Mission:

Protecting the safety and civil rights of every community member is the core mission of the MPD. To pursue that mission, we strive to work in partnership with the community to safeguard life, prevent crime, pursue justice, and foster trust with the communities we serve, through lawful and procedurally just policing. We commit to working in partnership with our varied and diverse communities to make Minneapolis safer for all.

~~What we do is consistently provide the full range of professional police services from the heroic to the prosaic: protecting the vulnerable from danger, arresting offenders who have harmed others, comforting the bereaved, rendering first aid, writing reports, collecting evidence, investigating cases, giving referrals to other government services, answering questions, offering directions, attending community meetings, and so much more.~~

~~Public safety is not just the absence of crime, it is the presence of justice. How we do our work is as important as what we do; we treat others with dignity, giving them voice and respect, being neutral in our decision-making and working to build trust. Every aspect of our professional service must demonstrate our commitment to procedural justice. We will act by giving others Voice and Respect, being Neutral and building Trust in our interactions.~~

II. Vision:

We envision an MPD that sets the standard for public safety nationwide by delivering services that promote safe neighborhoods through strong, effective partnerships with the community. Our approach will be rooted in transparency, accountability, trust, and an unwavering commitment to serving all people fairly.

~~Policing is a sacred trust, a pledge by each of us to care for and safeguard the members of this community. This is the why at the heart of everything we do—every decision we make on every call, case and interaction. As we hold ourselves accountable, we must always examine whether the actions taken reflected the spirit of caring and a genuine effort to leave the situation better than it was when we became involved.~~

III. Values:

Our values are grounded in the foundational belief in the sanctity of life; the belief that all human life is inherently sacred, valuable and must be protected. The Department's mission, vision, values, goals, policies, and rules are all built upon and are intended to reflect the Department's belief in the sanctity of life.

Reflecting that fundamental belief, the MPD's values are as follows:

- **Preservation of human life.** We strive to protect and preserve human life in all situations.
- **Protection.** We strive to keep people safe from harm, including each other, the community, and community members that come into our care.
- **Respect for ourselves and others.** We respect the humanity, dignity, and civil rights of all people.
- **Employee health and wellness.** We protect and promote the health and wellness of our employees.
- ~~Trust~~
- **Integrity.** We are honest, ethical, and consistent with our actions in all we do.
- **Fairness and Impartiality.** We treat each person equitably and without prejudice.
- **Accountability.** We are accountable to the community, ourselves, and the profession.
- **Professional Service.** We deliver public safety services that are competent, compassionate, and courteous.

IV. Goals:

- To deliver excellent service.
- To reduce crime and promote public safety.
- To build trust and legitimacy with all communities we serve.
- To provide a safe, healthy, and supportive working environment for all our employees, including potential recruits, who help advance the mission, vision, and values of this Department.
- ~~Public Safety~~
- ~~Justice~~
- ~~Employee Wellness~~

V. Motto

To protect with courage; to serve with compassion.

VI. Applicability

Our mission, vision, and values shall be at the core of our decision-making, and shall inform and guide all Department policies, procedures, and directives. Accordingly, all Department policies, procedures and directives shall be deemed to incorporate this policy by reference.

Pillars of Procedural Justice:

- ~~Voice~~
- ~~Neutrality~~
- ~~Respect~~
- ~~Trustworthiness~~

Commitments:

1.—Care

~~We act to care for others in the community and for one another in the department.~~

2.—Connection

~~We look for opportunities to recognize the humanity of others with our words and our actions and to make a human connection. Community members want to know and be known by the people who serve in the MPD. Compassion and empathy build trust and relationships.~~

3.—Communication

~~Our words are one of the most important tools we have. We take the time to listen to others and to explain what is going to happen and why decisions were made so participants feel they were understood and treated fairly. Whenever possible, we use communications skills to de-escalate and resolve conflict to achieve voluntary cooperation and reduce the necessity to use force.~~

4.—Courage

~~Policing requires both physical and moral courage. We act in the face of risk and danger to protect others from harm. We stand up for what is right, for our purpose and the values of our profession even in the face of adversity or scorn.~~

5.—Character

~~Character is our values in action. We align our actions with our department values of trust, accountability and professional service as well as the principles of honesty, integrity, fairness, service and diligence.~~