



# BALTIMORE CITY PUBLIC SCHOOLS

## GLOSSARY OF TERMS USED IN GENERAL ORDERS

**Active Aggression-** A subject's attempt to attack or an actual attack on an officer or another person. Exhibiting aggressive behavior (e.g. lunging toward the officer, taking a fighting stance, striking the officer with the hands, fists, kicks) are examples of Active Aggression. Neither passive nor Active Resistance, including fleeing, pulling away, bracing, or tensing, constitute Active Aggression.

**Active Resistance-** Occurs when a subject takes action and/or uses evasive movements that attempt to physically counteract or defeat a police officer's attempt to detain a subject or place them in custody and take control, and which may create a potential risk of bodily harm to the officer, subject, and/or other persons. Examples include, but are not limited to, pulling away from the officer, breaking officer's grip and/or control, or fleeing arrest.

**Active shooter-** A situation where one or more subjects who are believed to be armed, have used, or have threatened to use a weapon to inflict deadly physical force on other person(s) and/or continues to do so while having unrestricted access to additional persons. The primary objective of an active shooter appears to be that of mass murder, rather than other criminal conduct, such as robbery, hostage taking, etc. For the purpose of this General Order, the term "active shooter" shall also include anyone who uses any other deadly weapon to include, but not limited to, firearms, knives, clubs, bows and arrows, and explosives, in order to systematically or randomly inflict death or serious bodily injury to persons over a continuous or extended period of time.

**Active threat-** Any incident that by its deliberate nature puts lives in imminent danger. An active threat may be similar to an active shooter while not involving the use of firearms by a suspect(s).

**Age Discrimination-** an unlawful employment practice that occurs when the compensation, terms, conditions, and privileges of employment differ because of the age of an individual.

**AIDS-** Acquired Immune Deficiency Syndrome; a communicable disease caused by the Human Immunodeficiency Virus (HIV).

**Americans with Disabilities Act (ADA)** – A Civil rights law that prohibits discrimination against people with disabilities by employers, businesses, and state and local governments. Law enforcement agencies must make their programs accessible, make new facilities accessible, take steps to communicate effectively, and make reasonable modifications in policies, practices, and procedures to provide people with disabilities the same services and protections as provided to other members of the public with certain limitations.

**Appropriate Force-** The amount of force that an objective reasonably trained police officer

would apply or determine to be permissible to apply in a given situation in order to obtain compliance from a resistant individual, using established departmental and/or judicially accepted standards. Appropriate Force must be commensurate with the actual or potential threat posed based upon the articulable facts of a given situation, in keeping with the policies and procedures of the department, and recognized by the courts as objectively reasonable.

**Arrest-** (1) The detention of an individual conducted with legal authority and justification for the purpose of prosecuting him/her for a crime. (2) Taking a person into custody.

**Bias-Based Incidents-** Conduct, speech or expression motivated, in whole or in part, by bias or prejudice. It differs from a hate crime in that no criminal activity is involved.

**Bias-Based Policing-** The differential treatment of individuals in the context of rendering police service based on a suspect classification, such as race, ethnic background, gender, sexual orientation, religion, age or cultural background. May also be defined as any police initiated action that relies on any characteristic other than the behavior, conduct, unlawful act or omission of that individual or information that leads the police to a particular individuals.

**Biohazard Label-** A fluorescent orange or orange-red label affixed to a container of potentially infectious materials.

**Bloodborne Pathogens-** Micro-organisms that are present in human blood and can cause disease in humans. These include, but are not limited to, Hepatitis B Virus (HBV) and Human Immunodeficiency Virus (HIV).

**Body Cavity Search-**Any search involving not only visual inspection of skin surfaces but the internal physical examination of body cavities and, in some instances, organs such as the stomach cavity.

**Body Fluids-** Fluids that have been recognized by the Center for Disease Control as directly linked to the transmission of HIV and/or HBV and/or for which universal precautions apply; blood, semen, blood products, vaginal secretions, cerebrospinal fluid, synovial fluid, pericardial fluid, amniotic fluid, and saliva (saliva is included because it is often difficult, if not impossible, to determine if in fact blood is present in the saliva at the time of exposure).

A **bomb emergency** exists when a suspected or actual explosive device has been located or has been detonated.

A **bomb threat** condition exists when an explosive device and/or suspicious package has been reported or is suspected to be at a given location.

**Call-Back-** Employees called to work outside of their regular shift to address emergency situations.

**Call Off-** use of leave with no prior supervisory approval.

**Citizen Contact-** Any in-person interaction between a police officer and a citizen.

**Compensable Overtime-** Under the Fair Labor Standards Act, employees will be compensated for work that is performed that is performed in excess of the regular workday and approved by a supervisor.

**Compensatory Leave-** Employees are eligible to earn compensatory leave in lieu of overtime or holiday pay.

**Concurrent Jurisdiction-** Those physical areas in which both the Baltimore Police Department and the Baltimore City School Police force have jurisdiction within the Baltimore City limits.

**Constitutional Policing-** Police officials are responsible for performing their various roles and responsibilities in a way that protects everyone's constitutional rights. At its most basic level, constitutional policing can be described as "legal policing". This means that policing must be conducted in accordance with the parameters set by the United States, constitution, state constitutions, and the court decisions that have defined in greater detail what the text of the Constitution means in terms of the everyday practices of policing.

**Constitutional Stops-** A lawful stop of an individual reasonable articulable suspicion that the individual has committed, is committing or is about to commit a crime.

**Contact-** Contact without regard to the use of any personal protective equipment (PPE) between a member's skin or mucous membranes and another person's blood, body fluids, or tissues.

**Contact team-**The contact teams' primary function is to initiate immediate pursuit and engagement with the active shooter(s). Their mission is to make contact as soon as possible and to stop the active shooter by arrest, containment, or use of deadly force. The contact team will continue on past victims or harmless distractions in search of the active shooter(s). They will, if possible, relay the location of victims to the Incident Commander.

- i. A contact team shall be made up by officers who first arrive on the scene of an active shooter incident. The contact team's formation must be decided by the leader of the team.
- ii. The contact team using tactical response strategies shall proceed into the building to locate, capture or engage, neutralize the active shooter(s) to prevent loss of life.
  1. Contact team members need to be cognizant of the possibility of Improvised Explosive Devices (IEDs) and additional perpetrators.
  2. A member of the contact team, when safe and practicable to do so, must inform communication dispatch of the entry, description, location, status of the active shooter, number and type of weapons, location of victims, nature of injuries, and need for additional law enforcement/fire and rescue assistance.
  3. The primary mission of the contact team is to locate, capture, engage, and neutralize the active shooter(s).
- iii. It may be necessary based on the extent of the active shooter incident for the first responding officer after assessing the situation to enter the building to capture or engage/neutralize the active shooter to prevent loss

of life.

**Contamination-** The presence or the anticipated presence of blood or other potentially infectious materials on an item or surface.

**Contaminated Laundry-** Laundry which has been soiled with blood or other body fluids.

**Contractual Law Enforcement Service-** involves law enforcement and/or security services for which a fee is paid to the BCSPF by an outside entity under a contractual agreement. This is an obligation made by the BCSPF as an agency, and is not considered extra duty employment.

**Contraband-** Any item that is illegal to possess.

**Custodial Interrogation-** exists when questioning is initiated with a suspect who has been placed under arrest or who has otherwise been deprived of their freedom of action by the authorities in any significant way.

**Deadly Force-** Is any physical force, by its application, which has a substantial risk that will result in death or serious physical injury. Commonly, this involves the discharge of a firearm, but deadly force also includes the use of unarmed techniques or less lethal weapons (e.g. asp batons) in a manner, which is intended, or would likely cause death or substantial risk of death or serious physical injury.

**Decontamination-** The use of physical or chemical means to remove inactive or destroy bloodborne pathogens on a surface or item to the point where they are no longer capable of transmitting infectious particles; and the surface or item is rendered safe for handling, use, or disposal.

**De-Escalation-** Are strategies and techniques used by officers to reduce potential conflict among officers and citizens arising out of contacts between the same.

1. Pre-Incident: Taking action or communicating during a potential use of force encounter in an attempt to stabilize the situation and reduce the immediacy of the threat faced by the officer so that more time, options, and resources can be called upon to resolve the situation without the use of force or with a reduction in the force necessary. Examples of pre-incident de-escalation actions include, but are not limited to: tactical use of cover, use of tactical verbal communication strategies, etc.
2. Post-Incident: Taking action to communicate and professionally stabilize a situation after a use of force. Examples of post-incident de-escalation actions include, but are not limited to: placing the person on which force was used into a recovery position, maintaining an open airway, establishing a professional rapport application of immediate life-saving first aid techniques when it is safe to do so, immediate summoning emergency medical personnel (if necessary), etc.

**Deprived of Freedom of Action-** can include, but is not limited to, such police actions as not

allowing a person to leave the presence of the officer(s) or the immediate area of a field interview.

***Developmental disability***- A long term disability that can affect cognitive ability, physical functioning, or both. Encompasses intellectual disability but also includes physical disabilities.

***Disability*** – A physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or being regarded as having such an impairment.

***Discrimination***- (1) An illegal practice, procedure or treatment of a person, or group of persons based on factors that are prohibited by federal, state, or local law, including race, color, religion, age, sex, national origin, disability, sexual orientation, or marital status. As used in this policy, “discrimination” has the meaning conferred by federal and state law and includes sexual harassment. Throughout this policy, the term “discrimination” also refers to retaliatory conduct as described above. (2) The failure to treat all persons equally where no reasonable distinction can be found between those favored and those not favored.

***Domestic Incident***- A term used to describe any occurrence, criminal or non-criminal, involving a current or former spouse, a current or former cohabitant, or a person with whom the individual has, or has had, a sexual or non-sexual intimate relationship.

***Emergency Situation***- An unforeseen serious situation or an occurrence that happens unexpectedly and demands immediate action.

***Emergency Vehicle***- An authorized law enforcement vehicle equipped with emergency lights, siren, and any other emergency warning device required by law and used for emergency response situations.

***Emergency Warning Devices***- Devices placed in/on each marked vehicle that emit audible (siren) or visual (lights) signals in order to warn others that law enforcement services are being delivered.

***Employee***- Any person subject to the Personal Rules and Regulations of the Baltimore City Public Schools System, as well as contractual employees, union employees, and members of the Baltimore City Board of School Commissioners.

***Employment***- is the provision of a service, whether or not in exchange for a fee or other service. Employment does not include voluntary charity work.

***Ethnic Group***- A group of persons of the same race or national origin who share common or similar traits, languages, customs and traditions.

***Exempt Employees***- Employees with the rank of Lieutenant or above, are not eligible to receive overtime pay. They are eligible for compensatory leave accrual.

***Exigent Circumstances***- A situation in which a police officer must take immediate action to

effectively make an arrest, search, or seizure for which probable cause exists, and thus may do so without first obtaining a warrant. Such emergency situations are those that “would cause a reasonable person to believe that entry (or relevant prompt action) was necessary to prevent physical harm to the officers or other persons, the destruction of relevant evidence, the escape of the suspect, or some other consequence improperly frustrating legitimate law enforcement efforts.”

**Exposure-** A specific eye, mouth, other mucous membrane, or non-intact skin contact with blood or other body fluids that results from the performance of a member’s job related duties. These include needle stick injuries, human bites, or cuts involving a sharp object that may be contaminated.

**Extra Duty Employment-** is voluntary off-duty employment that is conditioned on the actual or potential use of law enforcement powers by the police officer. That is, the actual or potential use of law enforcement powers is anticipated.

**Familial Status-** an unlawful discrimination against persons under the age of 18 who reside with someone other than their natural parents. This protection also applies to any person who is pregnant or in the process of securing legal custody of any individual under 18 years of age..

**Family Responsibilities-** are not job-related and shall be impermissible considerations for employment decisions. Therefore, it is unlawful to base an employment decision on whether an employee or applicant has children or other dependents.

**Field Interview-** is a general on-the-scene questioning of a person other than a suspect about a crime or incident; or a general questioning of a witness in the fact finding process. An interview may become an interrogation if the officer begins to consider the person a suspect and asks incriminating questions.

**Field Interview-** When a police officer attempts to solicit information from a citizen not suspected of the crime being investigated for a law enforcement purpose by asking questions.

**Final Protective Order-** An order issued upon the same findings as a Temporary Protective Order and that may contain the same restrictions upon the conduct of the respondent, and additionally may contain provisions related to visitation with minor children, the award of family maintenance, the award of use and possession of a jointly owned vehicle, and may require participation in counseling or a domestic violence program. The Protective Order can last up to, but not exceed, one (1) year, or under limited circumstances two (2) years, except that a Final Protective Order shall be permanent if the respondent was previously the subject of a Final Protective Order, has previously been sentenced to a five year prison term for acts of abuse and is issued after a final hearing before the court. A Protective Order is granted by a judge after a hearing to be held within seven (7) days of a Temporary Protective Order, unless the hearing is continued for good cause. If the respondent consents, or if the judge will issue a final Protective Order. The court can issue mutual Protective Orders, if both parties have filed petitions for protective orders, and the judge finds that both have been abusive.

**Force Transition-** Is the movement from the application of one force type to another consistent with the “objectively reasonable” standard. Force transition can be immediate and/or within seconds.

**Frisk-** A reasonable and lawful search of an individual’s outer surface of clothing by a law enforcement officer for weapons of a person believed to be armed and dangerous regardless of whether the officer has probable cause to arrest the individual for crime.

**Gender Expression-** (1) is the external manifestation of one’s gender identity, including displays of gender identity through dress, demeanor, and language. These are external characteristics and behaviors that are socially viewed as masculine or feminine. (2) One’s personal way of showing their gender identity through dress, manner, description and/or outward indications.

**Gender Identity-**(1) is a person’s sense of being a man or a woman. This gender-related identity, appearance or behavior may be different from that traditionally associated with the person’s physiology or assigned gender at birth. (2) One’s personal sense of having, or not having, a specific gender. While some people personally identify as male or female, others may identify as transgender, gender queer, gender non-conforming, and/or other gender related personal identifications.

**Harassment-** occurs when slurs or jokes, offensive or derogatory comments, or other verbal or physical conduct are made based upon an individual’s race/color, national origin or ethnicity, religion, sex/gender, sexual orientation, age, or disability, and if the conduct creates an intimidating, hostile, or offensive working environment or interferes with the individual’s work performance.

- a. Racial or ethnic harassment is a form of race/color discrimination.
- b. National origin harassment is a form of national origin discrimination.
- c. Religious harassment is a form of religious discrimination.
- d. Sex/gender harassment is a form of sex discrimination.
- e. Sexual orientation harassment is a form of sexual orientation (or preference) discrimination.
- f. Age harassment is a form of age discrimination.
- g. Disability harassment is a form of disability discrimination.

**Hate Crimes-** Criminal offense against a person or property motivated in whole or in part by an offender’s bias against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.

**HBV-** An abbreviation for Hepatitis B Virus.

**Hearing impairment-** Partial or total inability to hear.

**HIV-** An abbreviation for Human Immunodeficiency Virus, which is the causative agent of AIDS.

***Holiday Compensation-*** If an employee is required to work on a recognized school calendar holiday, they shall receive compensation as agreed upon in their negotiated labor contract.

***Hostile Work Environment-*** is established when employees are made to work in an atmosphere of sufficiently severe or pervasive harassment.

***Immediate Action Deployment Plan-***The response plan developed by first responding law enforcement personnel and the immediate deployment of law enforcement personnel and resources to on-going life threatening situations where delayed deployment of personnel could otherwise result in death or serious bodily injury to innocent persons. Immediate Action Deployment Plans are fluid and based on the threat and are not a substitute for conventional response tactics to a barricaded gunman or other high risk incidents.

***Immediate family member-*** The spouse, brother, sister, parent, step-parent, children, step-children, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandmother, grandfather, grandchild, niece, nephew, aunt, uncle, first cousin, adopted children of the employee or of the spouse of the employee, and any other member of the employee's household.

***Imminent Danger-*** actions or outcomes that may occur during an encounter which places an officer in immediate fear for their safety or the safety of others. Imminent danger may be present even if a subject is not actively pointing a weapon at an officer, and can exist when there is no weapon if the officer reasonably believes the person may have a weapon in reach or is running for cover carrying a weapon and running to a place where the officer has reason to believe a weapon is available. The period of time which is considered imminent and/or immediate may change as the change as the circumstances and facts evident in each situation change. It is not the same in all situations.

***Immunization-*** The process of rendering a person immune or highly resistant to a disease.

***Improvised explosive device (IED) -*** An explosive device fabricated in an improvised manner incorporating destructive, lethal, noxious, pyrotechnic, or incendiary chemicals and designed to destroy or incapacitate people or vehicles.

***Incident Commander-*** The person responsible for all aspects of an emergency response; including quickly developing incident objectives, managing all incident operations, application of resources as well as responsibility for all personnel involved.

***Incident Command Post (ICP) -*** A secure location where the Incident Commander directs the operation.

***Incident Command System (ICS) -*** Standardized approach to the command, control, and coordination of emergency response providing a common hierarchy within which responders from multiple agencies can be effective. ICS allows for effective management of the incident by integrating a combination of facilities, equipment, personnel, procedures, and communications.

***Infectious Waste-*** Blood and blood products, pathological waste, contaminated gloves, sharps, and other non-reusable items which are potentially contaminated.

***Intellectual disability-*** Characterized by limitations both in intellectual functioning (reasoning, learning, problem solving) and in adaptive behavior, which covers a range of everyday social and practical skills.

***Interim Protective Order-*** An order by the court, based upon “reasonable grounds” to believe that a person eligible for relief has been abused by a respondent. For the protection of a person eligible for relief, the court may order the respondent to refrain from further abuse or threats and to refrain from contact with the petitioner and may award use and possession of the parties’ residence and custody of children and pets to the petitioner. The order may be issued ex parte. An Interim Protective Order may not remain in effect for more than two (2) days after the date of issue, during which period a hearing to determine whether a Temporary Protective Order is warranted will be conducted, or until a Temporary Protective Order, if any is issued, is served upon the Respondent, whichever is earlier.

***Interpretation-*** The act of listening to a communication in one language (source language) and orally converting it to another language (target language) while retaining the same meaning.

***Interrogation-*** exists when questioning is initiated with a suspect who has been placed under arrest or who has otherwise been deprived of their freedom of action by the authorities in any significant way.

***Investigative Detention-*** A brief, temporary stop and detention of a person by a police officer based upon reasonable, articulable suspicion that the citizen has committed, is committing or is about to commit a crime.

***Investigative Stops-*** a stop of a person by an officer based upon “reasonable articulable suspicion” that the person may have been engaged in criminal activity.

***Less than deadly/lethal force-*** is physical force which is generally not included or reasonably likely to result in death or serious physical injury. Such force includes but is not limited to officer presence, verbal commands, hands on, etc...

***Limited English Language Proficiency (LEP) Person-*** Individuals whose primary language is not English and who have a limited ability to read, write, speak, or understand English.

***Marital Status-*** the state of being married, single, divorced, separated, or widowed cannot be used as a basis for an employment decision.

***Matriculation-*** An employer shall not refused to hire or discharge a person because they are a student, or use a different pay scale for students performing the same work as other employees.

***Mechanical Force-*** The use of a device or object, other than a firearm, to overcome a subject’s

resistance to the exertion of an officer's authority (e.g. use of a baton, or chemical agent).

**Mobility impairment-** The inability of a person to use one or more of their extremities, or a lack of strength to walk, grasp, or lift objects. The use of a wheelchair, crutches, or a walker may be utilized to aid in mobility.

**MOSHA-** Maryland Occupational Safety and Health Administration.

**Mucous Membranes-** Inside the eyes, ears, nose, mouth, and vaginal areas.

**National Origin Discrimination-** includes, but is not limited to, the denial of equal employment opportunity because of:

- a. An individual's, or their ancestor's, place of origin, or;
- b. An individual who has the physical, cultural or linguistic characteristics of a national origin group, or;
- c. An individual who has been denied equal employment opportunity for reasons grounded in national origin considerations such as:
  - i. Marriage to, or association with, persons of a national origin group;
  - ii. Membership in, or affiliation with, an organization identified with, or seeking to promote, the interest of national origin groups;
  - iii. Attendance or participation in schools, churches, temples or mosques, generally used by persons of a national origin group; or,
- d. An individual's name or spouse's name, which is associated with a national origin group.

**Necessary-** Means that something is essential. In evaluating the necessity to use force, two (2) factors should be considered:

1. The potential danger to the officers or others presented by a subject.
2. The absence of safe alternatives to accomplished a lawful purpose.

**Nepotism-** Favoritism shown to an immediate family member with regard to employment issues.

**Objectively Reasonable Force-** The level of force which is appropriate when analyzed from the perspective of a reasonable officer on the scene possessing the same information and faced with the same circumstances as the officer who actually utilized the force. The objective reasonableness of a particular use of force is not analyzed with hindsight, but will take into account the fact that officers must take make rapid decisions regarding the amount of force to use in tense, uncertain, unpredictable, and rapidly evolving situations.

**OSHA-** Occupational Safety and Health Administration (U.S. Department of

**Passive Resistance-** A refusal by a known unarmed person to comply with an officer's verbal command or physical techniques by non-violent actions. Examples include, but are not limited to, ignoring verbal instructions by failing to respond or move, linking arms, or going limp.

***Peace Order***- A protective order is available to individuals who have been the subject of harassment, stalking, trespass, violence, including sexual violence, or abuse by with another person, including someone in a dating relationship, a neighbor, or a stranger, within thirty (30) days preceding the application. A Temporary Peace Order may be issued by a District Court judge or by a Commissioner when the District Court Clerk's office is not open. Like a Protective Order, a Final Peace Order is preceded by Interim and Temporary Peace Orders, the duration of which are equivalent to their protective Order counterparts, except that the extension period for service of the Temporary Order is thirty (30) rather than six months and the final peace order may last no longer six months. The Peace Order may direct the respondent to refrain from committing or threatening to commit an act specified in § 3-1503(a) of this subtitle against the petitioner; order the respondent to refrain from contacting, attempting to contact, or harassing the petitioner; order the respondent to refrain from entering the residence of the petitioner; order the respondent to remain away from the place of employment, school, or temporary residence of the petitioner; direct the respondent or petitioner to participate in professionally supervised counseling or, if the parties are amenable, meditation; and order either party to pay filing fees and costs of a proceeding under this subtitle.

***People with Disabilities***- A group of persons having a condition which may substantially limit one or more of the major life functions (i.e. hearing, seeing, walking, learning, concentrating, etc.). People who have a history of disability or who are regarded as having a disability may also be protected Labor).

***Personal Appearance***- the outward appearance of any person, irrespective of sex, with regard to bodily condition or characteristics, manner or style of dress, and manner or style of personal grooming, including, but not limited to, hairstyle and beards. It shall not relate to the requirement for cleanliness, uniforms, or prescribed standards.

***Physical Force***- Is the exertion or use of any physical object or body part against an individual with the intent of compelling a physical response or constraining (stopping) some action.

***Place of Residence or Business***- it is unlawful to deny employment services or accommodations based on where an individual lives.

***Political Affiliation***- it is unlawful for an employer to use an individual's present or past political affiliation, or lack of political affiliation, as the basis for an employment decision.

***PPE***- Personal Protective Equipment. Specialized clothing or equipment worn by a member to protect an individual from a potential exposure.

***Pregnancy Discrimination***- an unlawful employment practice that occurs when the compensation, terms, conditions, and privileges of employment differ on the basis of pregnancy, childbirth, or related medical conditions, from the treatment of other medical conditions with similar abilities or limitations. Pregnancy discrimination is a form of sex discrimination.

***Primary [Jurisdiction]***- The defined first response for patrolling the buildings and property and responding to and handling of all incidents requiring police action, in areas of concurrent

jurisdiction.

**Primary Language-** The language in which an individual is most effectively able to communicate.

**Probable Cause-** (1) Is more than mere suspicion. It is the reasonable belief based upon a police officer's education, training, and information (provided to or known to an officer at the time of the incident) that would cause a reasonable officer to conclude that the point at issue is probably true. (2) A reasonable ground for belief of guilt, supported by less than prima facie proof but more than mere suspicion.

**Proportional Force-** The level of force applied must reflect the totality of circumstances surrounding the situation, including the presence of imminent danger to officers or others. Proportional force does not require officers to use the same type or amount of force as the subject. The more immediate the threat and the more likely that the threat will result in death or serious physical injury, the greater the level of force that may be objectively reasonable and necessary to counter it

**Psychological disability-** Refers to a spectrum of mental disorders or conditions that influence our emotions, cognitions, and/or behaviors. Psychological disabilities may include depression, anxiety, schizophrenia, bipolar disorder, etc.

**Race-** A group of persons who possess common physical characteristics (i.e., color of skin, eyes, and/or hair, facial features, etc.) genetically transmitted by descent and heredity that distinguish them as a distinct division of humankind.

**Race/Color Discrimination-** an unlawful employment practice that occurs when the compensation, terms, conditions, and privileges of employment differ on the basis of:

- a. Race or color;
- b. Immutable characteristics associated with race, such as skin color, hair texture, or certain facial features;
- c. A condition which predominately affects one race;
- d. Membership in, or association with, ethnic-based organizations or groups;
- e. Marriage to, or association with, an individual of a different race; or
- f. Attendance or participation in schools or places of worship generally associated with certain minority groups.

**Reasonable Belief-** Is that which would cause an ordinary and prudent person to act or think in a similar way. The reasonableness of a belief or decision, however, must be viewed from the perspective of the officer on the scene, who may often be forced to make split-second decisions in circumstances that are tense, unpredictable, and rapidly evolving.

**Reasonable Force-** Force that is objectively reasonable and necessary under the circumstances to effect an arrest or protect the officer or other person(s).

**Reasonable Suspicion or Reasonable Articulate Suspicion-** A less demanding standard the

probable cause which requires a showing considerably less than preponderance of the evidence but requires at least a minimal level of objective justification. Reasonable suspicion is more than inchoate and unparticular suspicion or “hunch of criminal activity”

**Redbags**- Red colored liquid impervious bags used for containing/transporting contaminated items or infectious wastes.

**Religious Discrimination**- when an employment rule or policy requires a person to violate a fundamental precept of their religion or lose an employment opportunity.

**Religious Group**- Any persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.

**Reportable Force**- A use of force by school police officer which requires notification to a supervisor and other action consistent with this General Order.

**Rescue team**: The rescue teams’ primary function is to locate and remove victims from within the facility to a safe location or directing victims to a safe passage from the facility. The rescue team will be comprised of the second set of four (4) officers to arrive on scene. The rescue team must always be aware that, although their primary mission is the rescue of victims, the team may come into contact with a suspect at any time.

**Respondent**- The person alleged to have committed the abuse.

**Retaliation**- when an employer harasses or punishes an employee because that employee complained about discrimination, or cooperates with, or participates in, an investigation of an allegation of discrimination.

**Scene**- The location(s) where force was utilized during an event.

**Search and Seizure**- (1) an exploratory investigation of a person’s body, tangible items, property or other area. (2) when an officer, by any means of physical force or show of authority, has in some way restrained the liberty of a citizen.

A **Search and Seizure Warrant** is a legal document signed by a judge that authorize officers to whom the document is addressed, to search a house, building, structure, vehicle, area, container, or any place or thing therein specified for a person(s), stolen property, contraband, evidence of a crime, or illicit property and to seize any specified in the warrant if found during the search.

**Secondary Employment**- is voluntary off-duty employment that does not require the use or potential use of law enforcement powers by the off-duty employee.

**Sexual Harassment**-

1. Unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:
  - a. Submission to such conduct is made either explicitly or implicitly a term

- or condition of an individual's employment.
  - b. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
  - c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.
2. May be displayed or expressed in the following manner:
- a. **Verbal**- vulgar and derogatory comments of a sexual nature.
  - b. **Physical**- touching, hitting, pushing, or other forms of physical contact of a sexual nature.
  - c. **Visual**- displaying, exhibiting and/or distributing materials or items of a sexual nature that are offensive or objectionable in a professional, business environment.
3. The following examples are illustrative but not totally inclusive of sexual harassment:
- a. Granting or withholding rights or privileges depending upon an employee's response to sexual overtures.
  - b. Passing over a candidate for promotion in favor of one who has or may not have submitted to the advances.
  - c. Continuing romantic and/or sexual advances in spite of continued rejection.
  - d. Unwanted touching, rubbing or other physical contact of a sexually suggestive or offensive nature.

***Sexual Orientation***- One's emotional, romantic, and/or sexual feelings toward others. These feelings may be directed toward those of sexual orientations which are the same as and/or different from one's own sexual identity, gender identity and/or gender expression.

***Sexual Orientation Discrimination***- an unlawful employment practice that occurs when the compensation, terms, conditions, and privileges of employment differ on the basis of actual sexual orientation or perceived sexual orientation.

***Sharps***- Any contaminated object that can penetrate the skin including, but not limited to, needles, broken blood tubes, scalpels, lancets, and glass.

***Sharps Container***- A stationary, puncture resistant container that is leak proof on the sides and bottom and that is labeled with a biohazard symbol.

***Sharps Transport Tube***- A puncture resistant container (located inside the PPE kit) that is leak proof and is used to transport recovered contaminated sharps for disposal or evidence purposes.

***Speech impairment***- An impaired ability to produce speech sounds and may range from mild to severe. It may include an articulation disorder, characterized by omissions or distortions of speech sounds; a fluency disorder, characterized by atypical flow, rhythm, and/or repetitions of sounds; or a voice disorder, characterized by abnormal pitch, volume, resonance, vocal quality, or duration.

**Stalking**- a malicious course of conduct that includes approaching or pursuing another where the person intends to place or knows or reasonably should have known the conduct would place another in reasonable fear: (i) of serious bodily injury; (ii) of an assault in any degree; (iii) of rape or sexual offense as defined by Maryland Annotated Code; (iv) of false imprisonment; or (v) of death; or (vi) that a third person likely will suffer any of the acts listed above.

**Strangulation**- as to create a risk of a or cause great bodily harm by applying pressure on the throat or neck of the other person or by blocking the nose or mouth of the other person; causing loss of consciousness for any period of time; and substantially impedes normal breathing or circulation of blood.

**Strip Search**- Any search of an individual requiring the removal of some or all clothing to permit the visual inspection of any or all skin surfaces including genital areas, buttocks, anus, female breasts or undergarments.

**Temporary Protective Order**- An order issued upon the same findings as an Interim Protective Order and that may contain the same restrictions upon the conduct of the respondent, and additionally may order the respondent to surrender his or her firearms under certain circumstances. A Temporary Protective order may not remain in effect for more than seven (7) days after the date of issue, except that it can be extended by the judge for up to six months to effect service where necessary to provide protection or for other good cause. This Order may be issued ex parte and becomes effective when it is served by a law enforcement officer. The Order includes notice of hearing (typically the last day the order is in effect), during which the court will determine if a Protective Order is needed.

**Third party**- Means parents, mentors, volunteers, vendors, contractors, and others with whom employees interact during school or school related activities.

**Totality of Circumstances**- Those circumstances that would lead an objectively reasonable officer to believe that they are encountering a situation that may require the use of force on a subject. Circumstances to consider may include the nature of the offense, seriousness of the offense, size and strength of the subject, number of subjects, availability of weapons, mental instability of the subject, environmental factors, and availability of other force options, training and experience of the member and subject, environmental factors, and availability of back up and specialized units. This list is not meant to be exhaustive.

**Translation**- The replacement of written text from one language (source language) into an equivalent written text into another language (target language).

**Universal Precautions**- Treating all blood and body fluids as if they are contaminated.

**Visual impairment**- A severe reduction in vision that cannot be corrected with standard glasses or contact lenses and reduces a person's ability to function at certain or all tasks.

