



Kern County Sheriff's Office
Policies and Procedures

TITLE: CHAIN OF COMMAND		NO: C-600	
APPROVED: Donny Youngblood, Sheriff-Coroner			
EFFECTIVE: May 10, 1991	REVIEWED: 05/25/2023	REVISED: 4/1/1996	UPDATED: 8/17/2017

POLICY

In the interest of conducting business in an orderly and efficient manner, members of the Sheriff's Office shall adhere to the chain of command in the normal day to day performance of the duties. Nothing in this policy shall preclude the following:

- Reporting incidents of discrimination involving superior officers of employees of this department.
- Reporting incidents of violations of laws or policies involving superior officers or employees of this department.
- Reporting incidents or circumstances of such a personal nature that adherence to the chain of command would cause undue embarrassment or ridicule to the reporting employee.
- Informal conversations with superior officers or employees relative to the department in general.
- When following the orders of a superior officer or employee.
- Superior officers or employees contacting subordinate officers or employees for the purpose of fact-finding or investigation.

Nothing in this policy shall preclude the employee from filing a bonafide employee grievance in accordance with the policies of the County and in compliance with agreements and memorandums of understanding.

Employees may request to go outside the chain of command to resolve issues in accordance with the procedure set forth in this section.

PROCEDURE

Employees who desire to jump the chain of command to air a complaint or resolve an issue may make a request verbally or in writing to their superior officer or employee next in the chain of command.

The request shall be approved or denied by the superior officer or employee, however, any denial must be in writing stating the reasons for denial and a copy will be provided to the next higher level in the chain of command for review.