

Laurel Police Department – General Order  
Chapter 1, Section 100, Order 107- Compliance with Orders/ Chain of Command  
February 23, 2014

**1 / 107.05 POLICY**

It is the policy to transact all official business with employee's senior rank or classification only through the official chain of command.

**1 / 107.10 PURPOSE**

To enforce the official chain of command unless directed by competent authority.

**1 / 107.15 DEFINITIONS**

Countermand- to cancel or reverse a previously issued command or order

**1 / 107.20 PROCEDURES**

A. OBEYING ORDERS

1. Employees will obey all orders from supervisors, whether written or oral, except when compliance with such orders would require the commission of an illegal act.
2. No employee, without adequate justification, will intentionally issue an order that is contrary to any order issued by his or her supervisor.
  - a. Employees to whom conflicting orders are issued will call immediate attention to such conflict; however, if the conflict is not resolved, the last order will be obeyed.
3. Any order may be countermanded in cases of emergency.
  - a. An employee countermanding a prior order will immediately report the reason to their commanding officer.
4. Responsibility for all prudent and reasonable actions necessary for compliance with orders will remain with the supervisor issuing the order. Accountability for all actions taken in compliance with orders remains with the personnel taking such action.
5. At the scene of any incident, the assigned police employee shall be in charge until relieved at the direction of another police employee senior in rank.

B. CRITICISM OF ORDERS

1. Members and employees shall not publicly criticize instructions or orders they have received.

C. EMPLOYEE REQUIREMENTS TO A LAWFUL ORDER

1. To permit effective supervision, direction, and control, all employees will promptly obey any lawful order of a superior or any order relayed from a superior by an employee of lesser, equal, or greater rank.
2. No commander or supervisory officer shall knowingly issue any order that is violation of any lawful ordinance, departmental order, policy, procedure or standard of conduct.

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D. CONFLICTING ORDERS

1. In the event any employee is given two conflicting orders, he should immediately inform the supervisor giving the order of a conflict with a previous order received.
  - a. The person issuing the conflicting order, after being advised of the conflict, should resolve the conflict by retracting the order or by having the employee comply with their order.
  - b. The supervisor countermanding the first order will then assume full responsibility for both orders.
  
2. In the event the conflicting order is not altered or retracted, the employee will not be held responsible for the disobedience of the order or directive previously issued.

**1 / 107.25 GOVERNING LEGISLATION AND REFERENCES**

The American Heritage Dictionary of English Language Fourth Edition 2000

**1 / 107.30 ANNEX**

None