



**Office of  
Police Conduct Review**

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November 18, 2013

**National Association for Civilian Oversight of Law Enforcement  
P.O. Box 1737  
Indianapolis, Indiana 46206**

**Re: NACOLE Code of Ethics Adopted by Minneapolis**

To Whom It May Concern:

The Police Conduct Oversight Commission (PCOC) of the City of Minneapolis, Minnesota has voted to adopt the NACOLE Code of Ethics, and would like to request it be listed under the NACOLE groups who have adopted the Code.

Due to the Minneapolis Civil Rights Ordinance recent inclusion of gender identity as a protected class, the PCOC also elected to add the term "gender identity" to the Respectful and Unbiased Treatment paragraph of the Code.

Please feel free to contact our office if you have any questions:

*Office of Police Conduct Review – Civilian Unit  
Minneapolis Department of Civil Rights  
350 S. 5<sup>th</sup> Street – Room 239  
Minneapolis, MN 55415  
612-673-5500*

Sincerely,

A handwritten signature in blue ink that reads "Andrea Brown".

**ANDREA BROWN**  
*Chair – Police Conduct Oversight Commission*

A handwritten signature in blue ink that reads "Michael K. Browne".

**MICHAEL K. BROWNE**  
*Director – Office of Police Conduct Review*