

More Gray than Black and White: What do you think?

1. An officer makes the recommendation about a placement that he believes is in the best interests of the youth, even if this recommendation has little chance of winning in court.

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2. An officer meets socially with colleagues (other probation officers, attorneys, bailiff, court translator) at a local sports bar for appetizers and drinks after a long day in court to unwind, although they are not discussing cases.

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3. An officer knows or strongly suspects that a colleague has a significant drinking problem. The colleague has never shown up to work under the influence, but sometimes appears a bit ragged or unwell at work. The officer does nothing to intervene.

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4. An officer who has strong personal opinions that individuals from other countries should not be allowed to enter this country without proper documentation is directed by her supervisor to begin efforts to obtain Special Immigrant Juvenile Status for a youth who is undocumented. The officer intentionally delays taking the action.

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5. An officer and a client's attorney (who have a long-standing relationship working on other cases) have lunch together to discuss the case in a less formal fashion.

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6. An officer discovers a remote connection to a client in his personal life and informs the supervisor. The officer asks to continue working the case.

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7. An officer gives her cellular or personal telephone number to a youth or parent.

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8. A month after a minor's formal probation is terminated, a personal relationship develops between the previously assigned placement officer and the minor.

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9. An officer is a member of a team, and does not agree with the team's decision about a case. The officer changes the team's recommendation in the court report.

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10. An officer's assessment of risk guides him to believe that a certain level of intervention is necessary in a case, and the supervisor disagrees. The officer supervises the case according to his original risk assessment.

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11. An officer discloses to a placement minor that she played basketball in high school.

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12. A youth invites an officer to a special event in the youth's life, such as a musical performance or graduation, and the officer attends.

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13. A placement facility manager buys lunch for a Placement DPO so they can discuss progress of a case and future referrals.

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14. A Placement DPO returns to his office from lunch and finds basketball tickets and a bottle of wine with a card signed "Happy Holidays, your friends at ABC Group Home." Later that night the officer enjoys the wine and attends the game with his wife.

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