



Tulsa Police Department

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Policy # 327

Effective Date 01/14/2026

Policy Name Mentorship Program

Approved Date 01/13/2026

Approved by Dennis Larsen, Chief of Police

Previous Date NEW

PURPOSE OF CHANGE:

New policy.

POLICY:

The Tulsa Police Department is committed to fostering an environment of learning and support. The Tulsa Police Department provides employees equal opportunity for training and education through internal and external programs utilizing employee training and development resources. The mission of the Tulsa Police Department's Mentorship Program is to provide experienced guidance, professional development, and meaningful relationships for new officers, starting in the academy. Investing time and mentorship into new officers and supervisors will help increase morale and aids in retention.

Participation in the Mentorship Program is mandatory for Apprentice Police Officers, Officers in Training, and those promoting from PD-01 into a PD-02 or PD-03 position.

APPLIES TO: All police personnel

DEFINITIONS:

MENTEE – An apprentice police officer, police officer in training, officer, or supervisor receiving support and guidance from a mentor.

MENTOR – PD-01, PD-02, PD-03 or PD-04 assigned to support and guide mentees. Captains may only mentor supervisors.

MENTOR SUPERVISOR – A PD-02 or PD-03 responsible for ensuring meetings between mentors and mentees and signing off on the Mentorship Evaluation Form.

MENTORSHIP EVALUATION FORM – The designated form completed by both the mentor and mentee to capture the effectiveness of the program.

MENTORSHIP MANUAL – The guiding document that outlines the roles and responsibilities of the Program Manager, Mentor Supervisor, Mentor, and Mentee.

PROGRAM MANAGER – Training Director or their designee to oversee the operation of the Tulsa Police Mentorship Program.

PROCEDURES:

Mentors **shall** attend the four-hour mentorship training before they can mentor an Apprentice Police Officer. This training will be offered once a year or as the needs of the mentorship program dictate. Training will be available to Captains and below. Supervisor Mentorship training will be during supervisor school or as needed. Selection of mentors will be based off the needs of the mentorship program.

DOCUMENTATION:

Mentors and mentees may document their meetings and progress voluntarily. Supervisors will complete evaluation forms.

CONFIDENTIALITY:

Mentors and mentees will respect the confidentiality of discussions, unless disclosure is required by policy or law. Exceptions to this include, but are not limited to, the following:

1. Any information related to a suspected abuse of a child or vulnerable adult .
2. Any explicit threat to kill oneself or inflict serious bodily injury upon a reasonably identifiable person.
3. If it appears the mentee may have said something not covered here but the mentor feels there is a potential safety issue the mentor will report these issues to the Program Director and Mentor Supervisor immediately.

FRATERNIZATION:

Mentors will be subject to the fraternization policy and shall not engage in inappropriate relationships with mentees, as defined by department policy, city policy, and department orders.

REFERENCES:

Mentorship Evaluation Form

Mentorship Manual

Departmental Order 2024-02 *Fraternization*

City of Tulsa Policy and Procedure 106