

CLINTON TOWNSHIP POLICE DEPARTMENT

DEPARTMENTAL RULES AND REGULATIONS/POLICIES AND PROCEDURES

Clinton Township Police Department			
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SUBJECT: LAW ENFORCEMENT CODE OF ETHICS			
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BY THE ORDER OF: Thomas DeRosa Chief of Police			
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POLICY:

As professionals, it is important that all law enforcement employees acknowledge and adhere to acceptable standards of performance, conduct, and appearance. To achieve this goal, law enforcement employees must have a clear understanding of their ethical responsibilities and of their responsibility to constantly strive to meet the highest standards of professional policing.

I. DEFINITIONS

- A. Chief Executive Officer—that person who is responsible to serve as the head of the police department. The Chief Executive Officer may be a civilian Police Director or a sworn officer such as the Chief of Police or Officer-In-Charge. “Officer” as used in “Chief Executive Officer” need not denote sworn status.
- B. Duty—a legal standard owed to others. As professionals, law enforcement personnel owe a high standard of duty to the public.
- C. Employee—everyone employed by the Clinton Township Police Department, whether sworn police officers, civilian employees, or appointed employees. Where appropriate, “employee” shall also include volunteers.
- D. Ethics—a system of standards of conduct and moral judgment that a particular group is expected to adhere to.
- E. Professional—one who works in an occupation that requires advanced and continuing academic training and who is held to a higher standard of duty.

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II. THE LAW ENFORCEMENT CODE OF ETHICS

The Clinton Township Police Department ethics shall be those set forth in the Law Enforcement Code of Ethics, as adopted and promulgated by the International Association of Chiefs of Police and as quoted herein.

“As a Law Enforcement Officer, my fundamental duty is to serve mankind: to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the Constitutional rights of all men to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others.

Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of duty.

I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately, without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession... law enforcement.”

A. Primary Responsibilities of All Law Enforcement Employees

1. All law enforcement employees (including but not limited to civilian employees) act as official representatives of government.
2. Law enforcement employees are required, and trusted to, work within the law.
3. Law Enforcement employees shall never allow personal feelings, animosities, or friendships to influence official conduct.
4. Law Enforcement employees shall perform all duties impartially, without favor, affection, or ill will, and without regard to status, sex, race, religion, political belief, or aspiration. All citizens shall be treated equally with courtesy, consideration, and dignity.

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5. Law enforcement employees shall conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust they hold.
6. Whatever law enforcement employees see, hear, or learn of a confidential nature shall be kept secret unless the performance of duty requires otherwise.
7. Law enforcement employees shall not engage in acts of corruption or bribery nor shall personnel condone such acts by other law enforcement personnel.
8. The public demands that the integrity of law enforcement employees be above reproach. Employees must, therefore, avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency.
 - a. Law enforcement employees shall refuse to accept any gifts, presents, subscriptions, favors, gratuities, or promises that could be interpreted as seeking to cause the employee to refrain from performing official responsibilities honestly and within the law.
 - b. Law enforcement employees shall not receive private or special advantage from their official status. Respect from the public cannot be bought; it can only be earned and cultivated.
9. Law enforcement employees shall cooperate with all legally-authorized agencies and their representatives in the pursuit of justice.
10. Law enforcement employees shall be responsible for their own standard of professional performance and shall take every reasonable opportunity to enhance and improve their level of knowledge and competence.
11. The acquisition of knowledge is a never-ending process of personal and professional development that shall be pursued constantly.
12. Through study and experience, law enforcement employees can acquire the high level of knowledge and competence that is essential for the efficient and effective performance of duty.
13. Law enforcement employees shall behave in a manner that does not bring discredit to their agencies or themselves.
14. Law enforcement employees' character and conduct while off duty shall always be exemplary, thus maintaining a position of respect in the community in which they live and serve. Their personal behavior must be beyond reproach.

B. Primary Duties of Sworn Law Enforcement Officers

1. A sworn law enforcement officer's powers and duties are conferred by statute.

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2. The fundamental duties of a police officer include:
 - a. serving the community,
 - b. safeguarding lives and property,
 - c. protecting the innocent,
 - d. keeping the peace, and
 - e. ensuring the rights of all to liberty, equality, and justice.
3. Laws shall be enforced appropriately and courteously and, in carrying out their responsibilities, law enforcement officers shall strive to obtain maximum cooperation from the public.
4. Discretion
 - a. A police officer shall use discretion responsibly within the boundaries of the law. The principle of reasonableness shall guide the officer's determinations and the officer shall consider all surrounding circumstances in determining whether any legal action shall be taken.
 - b. Consistent and wise use of discretion based on professional competence will do much to preserve good relationships and retain the confidence of the public.
 - c. There can be difficulty in choosing between conflicting courses of action. It is important to remember that a timely word of advice, rather than arrest (which may even be appropriate), can be a more effective means of achieving a desired end.
5. Use of Force
 - a. A police officer shall never employ unnecessary force or violence and shall use only such force in the discharge of duty as is reasonable in all circumstances.
 - b. Force shall be used only with the greatest restraint and only after discussion, negotiation, and persuasion have been found to be inappropriate or ineffective.
 - c. While the use of force is occasionally unavoidable, every police officer shall refrain from applying the unnecessary infliction of pain or suffering and shall never engage in cruel, degrading, or inhuman treatment of any person.

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C. Non-inclusiveness

1. The Code of Ethics outlined above shall not be considered all inclusive.
2. Law enforcement employees shall at all times remember their ethical responsibilities to their profession, their department, their community, and themselves.

D. Ethics Training

1. All law enforcement employees shall perform/attend ethics training, as approved by the Chief Executive Officer, at least once every three (3) years.
2. Such ethics training shall include, but is not limited to: 1) the mandates of this directive, 2) the mandates of the Clinton Township Police Department's Rules and Regulations, and 3) any additional ethics training (e.g., review of a relevant article, video, online training, etc.) deemed appropriate by the Training Officer and Chief Executive Officer.

All police procedures heretofore employed by the Clinton Township Police Department which conflict with this order are hereby rescinded. Supervisors shall be held accountable for the enforcement and application of this order. All members of the Clinton Township Police Department are required to follow this order as applicable. Violations of this order subject members of this agency to disciplinary action.