



Policy 301

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CODE OF ETHICS	
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By Order of the Police Commissioner

POLICY

All members shall strive to maintain the highest ethical standards. Members shall be cognizant that while in the performance of their duties, they are representatives of the Baltimore Police Department (BPD), the City of Baltimore, as well as the law enforcement community as a whole.

PURPOSE

The purpose of this policy is to establish a canon of ethical behavior of which all employees are expected and required to abide.

REQUIRED ACTION

Sworn members of the Department will abide by the Law Enforcement Officer's Code of Ethics.

Law Enforcement Code of Ethics¹

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

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will 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 both in my personal and official life, I will be exemplary in obeying the law 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 my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, 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

¹ The "Law Enforcement Code of Ethics" was established by the International Association of Chiefs of Police (IACP) in 1954 and revised on October 17, 1989.

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 never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession...law enforcement.

Civilian Member's Code of Ethics²

All civilian members are required to subscribe to the Code of Ethics as stated below:

As a civilian member of the Baltimore Police Department, I regard myself as a member of an important and honorable profession:

1. I recognize my responsibility to exhibit honesty and integrity through ethical behavior in both my professional and personal life.
2. I will be obedient to the laws of the City of Baltimore, the State of Maryland and the United States.
3. I will exhibit respect for my superiors, my peers, other city employees, and citizens, and work to promote a harmonious work environment.
4. I will not, in the performance of my duties, work for personal advantage or profit.
5. I will give efficient, impartial, prompt and courteous service to the public at all times.
6. I will accept responsibility for my actions.
7. I will put loyalty to the highest moral and ethical principles above loyalty to persons or government.
8. I will never discriminate unfairly by the dispensing of special favors or privileges to anyone, whether for remuneration or not, and I will never accept, for myself or anyone else, favors or benefits under circumstances which might be construed by a reasonable person as influencing the performance of my duties.
9. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept confidential unless revelation is necessary in the performance of my duty.
10. I will abide by the Code of Ethics of the Baltimore Police Department.

² The Civilian Member's Code of Ethics was published by the Department of Legislative Reference on January 1, 2015.

Police Training Academy (PTA)

Ensure all personnel receive ethics training annually.

ASSOCIATED POLICIES

Policy 305, *The Values of the Baltimore Police Department*

RESCISSION

Remove and destroy/recycle Policy 301, *Code of Ethics*, dated 3 March 2015.

COMMUNICATION OF POLICY

This policy is effective on the date listed herein. Commanders are responsible for informing their subordinates of this policy and ensuring compliance.