



## Policy 305

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| Subject<br><b>DEPARTMENT VALUES, VISION AND MISSION</b> |                       |
| Date Published<br><b>1 July 2016</b>                    | Page<br><b>1 of 2</b> |

*By Order of the Police Commissioner*

### POLICY

Values, Vision, and Mission Statements provide important guidance to employees in their duty performance. The Baltimore Police Department will engage in goals and objectives which are guided by these principle statements.

### VALUES

Values set the core commitments of the department, forming the basis of how members address policing challenges. These values are never to be ignored or violated. They form the basis of policing policy, providing guidance in defining acceptable choices when addressing problems and exercising discretionary authority. In applying these values, it is important to note that process always trumps outcomes. For example, it is never acceptable to violate the law when seeking to achieve a police objective.

The core set of values of all members of the Baltimore Police Department are<sup>1</sup>:

1. **Teamwork.** We work together as one organization in carrying out the mission of the department; our respective units shall not act as distinct “silos” from one another. As individual members of the department, it is of the utmost importance to be respectful of each other and work collectively to solve problems and serve the community.
2. **Integrity/High Ethical Standards.** We are committed to the enforcement of laws and the preservation of order and property. We personify high ethical standards, honesty, truthfulness, and consistency in our words and actions. This is how we prove ourselves to be worthy of the public’s trust. We exercise discretion in a manner that is beyond reproach. We do not accept gifts or special considerations as a consequence of our office.
3. **Professionalism.** We treat the public and our colleagues with courtesy and respect. We understand that our appearance, words, and demeanor contribute to the public’s confidence in us. We are responsive to the community, and deliver services promptly and efficiently.
4. **Fairness and Impartiality.** We act with fairness, restraint, and impartiality in carrying out our duties. We work with the community to continually understand and overcome cultural influences and unconscious biases. We understand that our actions, combined with the way we treat members of the community, contributes to our legitimacy in the eyes of the public.

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<sup>1</sup> This policy is excerpted from “Public Safety in the City of Baltimore: A Strategic Plan for Improvement,” published November 21, 2013.

5. **Efficiency.** We keep abreast of standard procedures, legal issues, and innovative topics in modern policing through regular training. We exercise rigor in thinking strategically about identifying trends, exploring alternative solutions, and solving problems.

**MISSION**

The Baltimore Police Department is dedicated to fostering trust with community members, safeguarding life and property, and promoting public safety through enforcing the law in a fair and impartial manner. Officers will police with integrity, dignity, honor, and respect with a commitment to ensure the highest ethical standards are maintained.

**VISION**

To reduce crime, particularly violent crime and the conditions that create fear and concern over quality of life issues in Baltimore City neighborhoods.

**RESCISSION**

Remove and destroy/recycle Policy 305, *Department Values, Vision and Mission*, 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.