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| <br><b>Kinston Police<br/>Department</b> | <b><u>POLICY: Oath of Office and Code of Ethics</u></b> |          |          |  |  |  | <b><u>POLICY #:</u></b><br><br><b>100-4</b>        |
|   | <b><u>NCLEA Standards: 1.05; 1.12</u></b>               |          |          |  |  |  |  |
|   | <b><u>CALEA Standards: 1.1.1; 1.1.2</u></b>             |          |          |  |  |  |  |
|   | <b><u>NCLM Standards:</u></b>                           |          |          |  |  |  |  |
| <input type="checkbox"/> New<br><input checked="" type="checkbox"/> Revised   | <b>Revision Dates:</b>                                  | 01/01/21 | 01/06/25 |  |  |  | <b><u>Effective Date:</u></b><br><b>07-01-2019</b> |
| <b>Approval: Chief of Police</b>  |   |          |          |  |  |  |  |

## I. PURPOSE AND SCOPE

The purpose of this Policy is to establish the use of Oath of Office for Sworn personnel in the organization and to establish the required conformance with the Code of Ethics by all members of the Kinston Police Department.

## II. POLICY

Every officer in the Kinston Police Department will take an oath of office before assuming a sworn status. All personnel will adhere to the Code of Ethics adopted by the International Association of Chiefs of Police. (NCLEA 1.05)

## III. LAW ENFORCEMENT OATH OF OFFICE (NCLEA 1.05) (CALEA 1.1.1)

I, (individual officer's name), the undersigned, do solemnly swear (or affirm) that I will support the Constitution of the United States; that I will be faithful and bear true allegiance to the State of North Carolina and to the Constitutional powers and authorities which are, or maybe established for the government thereof; that I will endeavor to support, maintain and defend the Constitution of said State, not inconsistent with the Constitution of the United States; that I will be alert and vigilant to enforce the criminal laws of this state; that I will not be influenced in any manner on account of personal bias or prejudice; and that I will faithfully and impartially execute the duties of my offices as a law enforcement officer according to the best of my skill, abilities, and judgment, so help me God.

## IV. CODE OF ETHICS (NCLEA 1.12) (CALEA 1.1.2)

All employees must be fully aware of the ethical responsibilities of their position and must strive constantly to live up to the highest possible standards of their profession. All personnel are required to abide by the IACP Law Enforcement Code of Ethics. All personnel are required to receive ethics training at a minimum of biennially. This training does not include State mandated in-service training for law enforcement officers.

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

## **V. MAINTENANCE OF RECORDS**

The oath of office shall be filed as prescribed by law (N.C.G.S. § 160A-284).