



LANSING POLICE DEPARTMENT

PROCEDURES MANUAL

VALUES

All procedure manual materials should be viewed as natural extensions of the Department Vision and Mission Statements and Goals. However, these statements, as well as the Department “Policing Strategy” and “Community Policing Philosophy,” are built upon a set of values which are reflective of policing within the Lansing Police Department. These values should serve as the basis for each employee’s professional beliefs and actions. Coupled with experience and training, these values should always guide employee actions when no other direction is available. If you follow these values, you will never compromise your integrity or embarrass yourself, your family, or your Department.

Our Department Values are characteristics or qualities of worth. They are non-negotiable. Although we may need to balance them, we can never ignore them for the sake of expediency or personal preference.

VALUES STATEMENT

We, the members of the Lansing Police Department, are guided by the highest ethical standards. We understand that as employees of a law enforcement agency, we have a special duty to our community and are held to a higher ethical standard than are the employees of many other organizations. We provide the highest quality of personalized services to all who live, work, and visit in Lansing, Michigan. We do this by empowering employees who build partnerships with the community to prevent and solve crime, lessen fear, and reduce neighborhood problems. We believe in and respect the dignity of all people, and we respect individual and constitutional rights in fulfilling our mission.

Police personnel comprise a special class of public employee. Because we are conspicuous and visible representatives of government, our conduct is closely scrutinized. When police behavior is found to be excessive, unwarranted, unjustified, or unlawful, this results in lost community support and respect - both necessary ingredients to the Department’s capacity to perform. Therefore, in addition to complying with the various procedure manual rules and procedures, our behavior will be guided by the following five LPD Core Values (1) Teamwork, (2) Excellence, (3) Courage, (4) Respect, (5) Character.



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The Five LPD Core Values

In fulfilling our mission to the citizens of Lansing, all LPD employees will utilize the following Core Values to guide them in the performance of their duties:

TEAMWORK

A coordinated effort on the part of all acting in a cooperative, committed, and efficient manner. We embrace Teamwork as the sharing of resources between the organization and community partners leading toward the successful accomplishment of goals.

EXCELLENCE

We strive for personal and professional excellence that exceeds expectations. We encourage all to think creatively and promote innovation directed toward improvement of the Department and the services we provide to our community.

COURAGE

Is a commitment to accept responsibility and accountability for our actions and decisions, as well as possess a quality of spirit that enables us to confront danger, fear, or difficulty with resolve and bravery. We proudly serve with the courage necessary to meet the demands of our profession and the mission for which we are entrusted.

RESPECT

We value other's thoughts, opinions, and beliefs and understand the value of inclusion. We treat all people with fairness and dignity.

CHARACTER

Ethical or positive moral qualities distinctive to an individual. These qualities include integrity, dependability, and leadership.