

MERIDIAN TOWNSHIP POLICE DEPARTMENT GENERAL ORDER

Subject: RULES OF CONDUCT	General Order: Rules and Regulations
Effective Date: February 1, 2003 Revision Date: November 30, 2022	Distribution: All Employees

I. **PURPOSE**

This directive establishes Rules of Conduct to govern employee behavior while both on and off duty.

II. **POLICY**

The department acknowledges that its effectiveness depends upon acceptance of its authority and approval of its actions by our community. This is especially true of the Department's employees, who are expected to hold themselves to a higher standard than an average citizen. Therefore, exemplary conduct is the standard expected of all employees.

It is the duty of all Department employees to familiarize themselves thoroughly with these Rules of Conduct and all Department directives. All employees shall obey these rules together with, and in addition, to the General Orders of the Department. Ignorance regarding the Rules of Conduct or the Department's written directives does not justify an infraction.

Command officers and supervisors are responsible for training employees under their command in the proper performance of their duties; enforcing obedience to orders and discipline; and reporting promptly, to the Chief of Police, any violations of these rules. Where an employee fails to comply with the Rules of Conduct, or commits an action that violates a Department directive or General Order, the employee may be subject to disciplinary action up to and including termination, depending on the offense.

In furtherance of this directive, the Department adopts the Law Enforcement Code of Ethics, attached to these Rules of Conduct as Appendix A, as a guideline for officer conduct.

III. **PROCEDURE**

A. Definitions

1. The term OFFICER shall be construed as meaning a person duly appointed by the Meridian Charter Township Board and sworn as a police officer.
2. The term SUPERVISOR shall apply to any Officer with a rank associated with the authority to supervise or direct the actions of another Officer, or any Officer who is assigned such authority through another source.

3. The term EMPLOYEE shall mean any person employed by the police department, and includes both Officers, and any non-Officer civilian employee.
4. The terms "On Duty" and "Tour of Duty" are the appropriate duty status designations whenever an Officer is working hours assigned by the Police Chief or his designee. These terms are also the appropriate duty status designation when, in an emergency, an Officer is required, either by law or due to his or her responsibilities as a police officer, to engage in the provision of emergency services. At all other times, an Officer is considered to be "Off Duty."
5. The term GENERAL ORDERS refers to written directives, established by the Chief of Police or his designee to provide for the efficient and accountable operation of the Department on a daily basis.
6. The term DEPARTMENT shall mean the Charter Township of Meridian Police Department.

B. Authority and Responsibilities

1. Legal Authorization: The Department is established in accordance with Michigan law.
2. Oath of Office: Officers will take an oath of office prior to assuming sworn status.
- New 3. Official Rules: The Chief of Police establishes these Rules of Conduct as a working statement of Departmental rules. The Chief reserves the right to amend or revoke any rules herein, or to add new rules. All Departmental guidelines issued by the Chief, or his or her designee, will be considered in concert with these rules, and are of equal dignity. All previously issued directives contrary to those contained herein are revoked.
- New 4. Mission of the Department: The basic mission of the Department is to protect life, property, and all rights guaranteed by law by preserving the peace, maintaining order, controlling crime, apprehending offenders and enforcing the law.
- New 5. Priorities of Department: The Department seeks to reduce crime through the use of proactive preventive measures and through prompt action in responding to emergency situations. At all times, the Department will attempt to direct its resources to controlling the most serious, frightening, and economically damaging crimes, based on the community's needs. In doing so, the Department also seeks to protect the life and bodily integrity of all citizens by employing the use of force only when necessary and only to the extent required by any particular situation.

- New 6. Guidelines Regarding Relationship with the Public: The Department's effectiveness depends upon the community's acceptance of its authority and support for its actions. As a result, the Department shall attempt, whenever possible, to provide or direct the public to relevant information relating to a matter of public interest. In addition, the Department shall seek to cooperate with the news media and general public. The Department shall pay careful attention to any and all complaints received regarding its activities and the service it provides, and shall diligently investigate such complaints to determine their veracity.
- New 7. Code of Ethics: All employees must abide by the Department Code of Ethics (appendix A) and Oath of Honor (appendix B).

C. Rules of Conduct

- New 1. Supervisors Responsibility: Supervisors are responsible for the performance of their subordinates.
- New 2. Compliance: Employees of the Department shall be responsible for complying with all written directives. Failure to comply with any applicable directive may be cause for disciplinary action.
3. Violation of Rules/Reporting Violations:
- a. Employees shall not commit any act which constitutes a violation of these Rules or the Directives of the Department.
 - b. All Employees are required to report any observation or information received which constitutes evidence of a violation of these Rules or the written Directives of the Department.
4. Conduct Unbecoming Departmental Employees: Employees shall conduct themselves, at all times, both On and Off duty, in such a manner as to reflect positively on the Department. Conduct unbecoming shall include that which brings, or may bring, the Department into disrepute or reflects discredit upon the employee or the Department, which impairs the efficient operation of the Department.
5. Conformance to Laws:
- a. Employees shall obey all laws of the United States, and of the State or local jurisdiction in which they are present.
 - b. An Employee's conviction, guilty plea, or a plea of no contest for any criminal act shall be prima facie evidence of a violation of this Section.

6. Reporting for Duty:
 - a. Employees shall report for duty at the times and places required by their assignment or orders and shall be physically and mentally fit to perform their duties at that time.
 - b. Employees shall be properly equipped and cognizant of information required for the proper performance of duty so that they may immediately assume their duties when called upon to do so.
 - c. Employees shall not perform overtime work without prior approval by a supervisory officer.
7. Neglect or Inattention to Duty: Employees shall not perform their duties negligently, carelessly, or in an inattentive manner. This Section shall be construed to forbid conduct including, but not limited to, the following:
 - a. Engaging in any personal business while on duty.
 - b. Sleeping while on duty.
 - c. Leaving the duty post while on duty until relieved or dismissed.
 - d. Failure to accurately document witness statements, incident reports, or related documents.
 - e. Misuse of equipment, including Department vehicles, service weapons, and similar items.
 - f. Failure to maintain Department property and equipment in good condition and proper working order.
 - g. Failure to maintain personal appearance consistent with the Department's guidelines.
 - h. Tardiness or absenteeism.
8. Fictitious Illness or Injury Reports: Employees shall not feign illness or injury, falsely report themselves ill or injured, or otherwise deceive or attempt to deceive any Employee of the Department as to the condition of their health.
9. Meals: Employees shall be permitted to suspend patrol or other assigned activity, subject to immediate call/response at all times, for the purpose of having meals during the tours of duty, but only for such period of time and places as established by Departmental guidelines.

10. Unsatisfactory Performance:
 - a. Employees shall maintain sufficient competency to perform their duties in a manner that will maintain the highest standards of efficiency in meeting the objectives of the Department. Unsatisfactory performance may be demonstrated by a lack of knowledge of law or Departmental guidelines; an unwillingness or inability to perform assigned tasks; the failure to conform to work standards established for the Employee's rank, grade, or position; or the failure to take appropriate action in response to crime, disorder, or another condition warranting police response.
 - b. Repeated poor evaluations, or a written record of repeated infractions of Departmental guidelines, shall be considered prima facie evidence of unsatisfactory performance.
11. Employment Outside of the Department: Employees may engage in off-duty employment subject to law and departmental guidelines.
12. Alcoholic Beverages and Controlled Substance in Meridian Township Facilities and Properties: Employees shall not store or possess, in any Township facility or vehicle alcoholic beverages, controlled substances, or narcotics, except such alcoholic beverages, controlled substances, or narcotics which are held as evidence or approved by the Chief of Police. Lawful possession and/or use of alcoholic beverages while off duty in Township's parks are not prohibited by this section unless prohibited by the park's rules or other applicable law.
13. Use and Possession of Alcohol, Controlled Substances, Narcotics, or Over the Counter Medications on Duty or in Uniform:
 - a. Employees shall not consume intoxicating beverages while in uniform or on duty except while acting under proper and specific orders from a Supervisor.
 - b. Employees shall not appear for duty with an odor of intoxicants on their breath, or be on duty while under the influence of intoxicants, controlled substances, narcotics, or medications that would impair their performance.
 - c. Employees shall not possess or use any controlled substance or narcotic, except when prescribed for the treatment of the employee by a licensed physician or dentist. When controlled substances or narcotics are prescribed for an Employee's while on duty, a Supervisor must be notified immediately prior to any such use.

- d. While off duty, Employees shall refrain from consuming intoxicating beverages, controlled substances, narcotics, medications or other substances to the extent that it discredits the Department..
14. Use of Department Communications or Other Electronic Devices: Employees shall operate Department communications and electronic devices, including emergency lights and sirens, in conformance with all laws and departmental procedures. Unauthorized, inappropriate or unnecessary use is strictly prohibited.
 15. Insubordination: Employees shall not engage in insubordination. For the purposes of this directive, insubordination is defined as disobedience, unruly behavior in the face of a lawful command or order, or the failure or refusal to recognize, comply, or submit to the authority of a Supervisor.
 16. Violation of an Order: Personnel shall promptly obey any lawful orders of a Department supervisor. This will include orders relayed from a supervisor by an employee of the same or lesser rank.
 17. Conflicting or Illegal Orders:
 - a. Employees who are given an order that is in conflict with a Departmental guideline or order shall respectfully inform the Supervisor issuing the order of the conflict.
 - b. If the Supervisor issuing the order does not alter or retract the conflicting order, the conflicting order shall stand. Under these circumstances, the responsibility for the conflict shall be upon the Supervisor issuing the conflicting order. Employees shall obey the conflicting order and shall not be held responsible for disobedience of the original order.
 - c. Employees shall not obey any order that they know would require them to commit any illegal act. If in doubt as to the legality of an order, employees shall request a clarification of the order and/or confer with an employee of higher rank than the Supervisor issuing the Order in question.
 18. Gifts, Gratuities, Bribes, or Rewards: Employees shall not solicit or accept from any person, business, organization, or entity any gift, including money, tangible or intangible personal property, food, beverage, loan, promise, service, or entertainment) for the benefit of personnel or the department, if it may reasonably be inferred that the person, business, organization, or entity:

- a. Seeks to influence action of an official act or policy of the Department or seeks to affect the performance or nonperformance of an official duty, or
 - b. Has an interest that may be substantially affected directly or indirectly by the performance or nonperformance of an official duty.
19. Abuse of Position:
- a. Use of Official Position or Identification. Employees shall not use their name, job title, image, official position, official identification cards, badges, uniforms, or other Departmental property except in connection with the performance of their lawful duty as an employee of the Department. This prohibition expressly includes, but is not limited to, use of Departmental property for:
 - 1). Personal or financial gain;
 - 2). Obtaining privileges not otherwise available to the employee when not engaged in the performance of duty, or;
 - 3). Avoiding the consequences of illegal actions.
 - b. Use of Name, Photograph or Title. Personnel shall not authorize the use of their names, photographs, or official titles that identify them as officers in connection with testimonials or advertisements of any commodity or commercial enterprise, without the approval of the Chief of Police.
 - c. Endorsements and Referrals: Employees shall not recommend or suggest in any manner, except in the transaction of personal business, the employment or procurement of a particular product, professional service, or commercial service without the prior express written approval of the Chief of Police.
20. Identification: Employees shall carry their badges and identification cards on their persons at all times while on duty, except when impractical or dangerous to their safety or to an investigation. They shall furnish their name and badge number to any person requesting that information when they are on duty or while off duty and holding themselves out in an official capacity, except when the withholding of such information is necessary for the performance of police duties or is authorized by proper authority.
- a. Officers electing to carry a firearm off-duty under their statutory authority as a police officer shall carry their badge and identification card on their person whenever so armed.

- Revised
21. Citizen Complaints: The department will accept and investigate all complaints against the agency and its employees, including anonymous complaints. Employees shall not interfere or attempt to dissuade any citizen from lodging a complaint against any employee of the Department. Employees shall follow established Departmental guidelines for processing complaints.
22. Treatment of Citizens and Fellow Employees:
- a. Employees shall be courteous to the public and fellow employees.
 - b. Employees shall be tactful in the performance of their duties.
 - c. No personnel shall transmit or further the passing of rumors or innuendo detrimental to the department, any employees or other person.
 - d. Employees shall not use profane or insolent language or gestures in the performance of their duties, or when interacting with the public or fellow Employees.
 - e. Employees shall conduct themselves in a manner that will foster cooperation among members of this Department, showing respect, courtesy and professionalism in their dealings with one another.
- New
- f. Helpfulness to Fellow Officers and Citizens; Cooperation: All officers are required to take prompt and appropriate police action toward aiding a fellow officer or citizen exposed to danger or possible impending danger. Departmental personnel shall further establish and maintain a high spirit of cooperation within the Department, the community, and with other criminal justice agencies.
- New
- g. Officers shall conduct themselves toward the public in a civil and professional manner that connotes a service orientation and that will foster public respect and cooperation
23. Requests for Assistance: When any person applies for assistance or advice, or makes complaints or reports, either by telephone or in person, all pertinent information will be provided in an official and courteous manner and will be properly and judiciously acted upon consistent with established Departmental guidelines.
24. Associations: Employees shall avoid regular or continuous association with those individuals who through their actions bring the Department or

themselves into disrepute, except as necessary in the performance of official duties, or where unavoidable due to familial obligations.

25. Visiting Prohibited Establishments: Employees shall not knowingly visit, enter or frequent a house of prostitution, gambling house, or establishment wherein the laws of the United States, or of the State or local jurisdiction where the establishment is located, are violated except in the performance of official duties or while acting under proper and specific orders from a Supervisor.
26. Public Statements and Appearances:
- a. Employees shall not publicly criticize or ridicule the Department, its guidelines, or other Employees by speech, writing, or other form of expression, where such speech, writing or other expression undermines the effectiveness of the Department, interferes with the maintenance of discipline, or is made with reckless disregard of the truth.
 - b. Employees shall not address public gatherings, appear on radio or television, prepare any articles for publication, act as correspondents to a newspaper or periodical, or release or divulge investigative information or any other matters of the department while holding themselves out as representing the Department in such matters without the prior approval of the Chief.
 - c. Employees are not authorized to establish, or allow to be developed or posted, any image on any electronic media that shall identify them or any other Employees as being associated with the Department without the prior written authorization of the Chief.
27. Personal Appearance: Employees on duty shall wear uniforms or other clothing in accordance with established Departmental guidelines.
28. Political Activity: Employees are prohibited from using their official capacity as an employee with the Department to influence, interfere with, or affect the results of an election.
29. Strikes, Work Slow Downs: Personnel shall not engage in any strike. "Strike" includes the concerted failure to report for duty, willful absence from one's position, unauthorized holidays, sickness unsubstantiated, the stoppage of work, or the abstinence in whole or part from the full, faithful and proper performance of the duties of employment for the purposes of inducing, influencing or coercing a change in conditions, compensation, rights, privilege, obligations or employment.

New

30. Telephone/Address: Employees shall furnish a telephone number and address where they may be contacted by the Department and shall immediately report any changes to this information to the Police Chief's administrative assistant as soon as reasonably possible.
31. Employees Reporting: Employees shall promptly report any suspected criminal activity, unsafe circumstances or unsanitary conditions.
32. Private Purchases: Employees shall not make any private purchases when on duty unless for personal maintenance or sustenance, or as otherwise authorized by departmental procedures.
33. Prisoner Escape: Employees shall not intentionally or through negligence or inattention, permit or assist a prisoner to escape from custody.
34. Dissemination of Information:
 - a. Employees shall treat the official business of the Department as confidential.
 - b. Information regarding Departmental business shall be disseminated only to those for whom it is intended, in accordance with established Departmental guidelines.
 - c. Employees may not, without the prior written authorization of the Chief or his designee, remove Departmental records, reports or documents from a police installation or a designated area.
 - d. Employees shall not divulge the identity of persons giving confidential information, except as authorized in writing by a Supervisor.
35. Interference: Employees shall not interfere with cases being handled by other Officers or by any other governmental agency unless:
 - a. Ordered to intervene by a Supervisor; or
 - b. The intervening Officer reasonably believes that a manifest injustice would result from failure to take immediate action. In such cases, the intervening Officer shall notify the Chief of the intervention and the circumstances surrounding the decision to intervene.

- c. Personnel shall not undertake any investigation or other official action that is not part of their regular duties without obtaining permission from their supervisor unless the situation requires immediate police action.

36. Departmental Reports:

- a. Employees shall submit all necessary reports on time and in accordance with established Departmental guidelines.
- b. Reports submitted by Employees shall be truthful and complete, and no Employee shall knowingly enter or cause to be entered any inaccurate, false, or improper information.
- c. Employees shall not modify Departmental documents, reports, forms, audio or videotapes, or electronic files by attaching non-authorized statements, whether written or verbal.
- d. Employees shall not make any recording or image while engaged in the performance of their duties or in association with their employment without the consent of the Chief or his or her designee.
- e. Any record, recording, communication or image made, no matter what the method or electronic device used, by an employee of this Department while in the performance of his or her duties or in association with his or her Employment, is considered as an official record of the Department. Any theft, misuse, intentional misplacement or destruction, alteration, sabotage of any official record is prohibited. The distribution or editing of any official record without the consent of the Chief or his or her designee will be considered a violation of this rule.

New

New

37. Processing Property and Evidence:

- a. Property or evidence that has been discovered, gathered, or received in connection with Departmental responsibilities will be processed in accordance with established Departmental guidelines.
- b. Employees shall not convert to their own use, service, manufacture, conceal, falsify, destroy, remove, tamper with, or withhold any property or evidence in connection with an investigation or other police action, except in accordance with established Departmental guidelines.

- c. Disposition of property and/or evidence shall be made in accordance with established Departmental guidelines.
38. Abuse of Process: Employees shall not make false accusations of a criminal or traffic charge, or make false statements in any judicial action.
39. Use of Equipment/Uniforms and Technological Devices:
- a. Personnel shall utilize Department equipment/uniforms only for its intended purpose, in accordance with established departmental guidelines, and shall not abuse, damage or lose Department equipment/uniforms. Lost or damaged department property shall be promptly reported to the Chief of Police or his designee.
- Revised b. All law enforcement-related equipment shall be maintained in an operational state. Individual officers shall be responsible for maintaining items issued to them by the department. The responsibility of maintenance of all other equipment belonging to the police department rests on the appropriate Division Commander to which the equipment is assigned. Each division has employees specializing in different aspects of operations. The Division Commander may delegate the maintenance of the equipment to employees with special knowledge of each aspect of operation.
- c. Employees shall not convert to their own use, conceal, destroy, remove, or tamper with any Department property, and shall not withhold that property when a Supervisor requests its return.
- d. Equipment, uniforms, cell phones, messaging devices, or technological devices shall not be used or possessed on duty unless issued or authorized by the department.
- e. During any period of suspension an Officer shall not wear any part of the Department's uniform.
- New f. Every Employee is charged with the responsibility of the proper care and use of Department property and equipment and is accountable for that which is issued to or used by him/her. Employees may be held personally responsible for any damage to or loss of Township property or equipment resulting from his or her carelessness or negligence. Employees shall report any loss or damage of Department Property to their Supervisor and the Chief of Police in writing.
40. Operating Vehicles: Employees shall operate official vehicles in accordance with the law and Departmental guidelines.

41. Carrying Firearms: Employees shall carry firearms only in accordance with the law and Departmental guidelines.
42. Truthfulness: All Employees shall be truthful in all respects in their conduct or actions related to their employment or the operations of the Department. This Section shall not apply to Employees engaged in undercover investigations or when accomplishing legal objectives, in a legal manner, during the course of a criminal investigation.
43. Medical Examinations, Photographs and Line-Ups: Upon the order of the Chief of Police or his or her designee, an Employee shall submit to any medical, ballistics, chemical, or other tests, photographs, or line-ups. All procedures carried out under this subsection shall be specifically directed and related to a specific internal investigation being conducted by the Department.
44. Treatment of Persons in Custody: Employees shall not mistreat persons who are in custody. Employees shall handle such persons in accordance with the law and Departmental guidelines.
45. Use of Force: Officers shall use force in accordance with the law and Departmental guidelines.
46. Use of Weapons: Officers shall use weapons in accordance with the law and Departmental guidelines.
47. Arrest, Search and Seizure: Officers shall not make any arrest, search, or seizure that is not in accordance with the law and Departmental guidelines.
48. Assignment to Active Duty: A supervisory officer of the Department may assign Personnel to active duty at any time.
49. Visibility: Personnel on duty shall be immediately and readily available to the public and shall not conceal themselves, except for an authorized police purpose.
50. Duty to Notify: Upon receiving notice of the existence of any of the following circumstances, department Employees shall, without delay, notify the Chief or his designee:
 - a. The Employee receives a notice or order to appear for any hearing or proceeding directly related to the performance of official duties.
 - b. The Employee is the subject of a personal protective order (PPO).
 - c. The Employee is a party to a civil action.

- d. The Employee is charged, found guilty, has entered a guilty plea or a plea of no contest, or is convicted of a criminal violation.
 - e. The Employee is subject to an order of any court.
 - f. The Employee's driver's license is suspended, revoked, expired, or subject to any restriction.
 - g. The Employee receives notice from a healthcare professional of his or her inability to perform his or her duties or a limitation regarding the same.
 - h. The Employee is aware of any other circumstance or information that might impact his or her ability to perform his or her assigned duties.
 - i. The Employee is aware of any threats directed toward any Departmental Employee.
 - j. The Employee becomes a person prohibited from purchasing or possessing a firearm, or becomes aware that a fellow Employee is subject to such a prohibition..
 - k. Any time they become aware that any Meridian law enforcement officer has become a person prohibited by law from possessing a firearm.
 - New l. The Employee is involved in any incident while off-duty that involves the use of Departmental weapons and/or equipment.
 - New m. The Employee is involved in any incident that requires the intervention of a law enforcement agency or a court.
 - New n. When involved in enforcement contact with another law enforcement officer, elected official, judge, diplomat, consular or recognized public figure.
 - New o. The Employee is involved in incidents that may affect the Department's liability or may result in heightened community interest.
51. Duty to Appear/Legal Proceedings: Department personnel are required to appear as directed to any hearing or proceeding directly related to the performance of official duties, properly prepared with records and/or evidence required for the case.
52. Requests for Records: All requests for records, reports, or other official documentation shall be referred to the Chief or his designee for approval.

53. Supervision:
- a. The primary responsibility for maintaining and reinforcing Employee conformance with the standards of conduct of this Department shall be with the individual officer and the first line supervisors.
 - b. Supervisors shall familiarize themselves with the Employees in their unit and closely observe their general conduct and appearance on a daily basis.
 - c. If a Supervisor observes a violation of the Department's written directives, or are reliably informed of such a violation by a reputable source, he or she shall report that violation.
54. Contracts/Obligations: Employees shall not commit to financial obligations, or enter contractual or service agreements on behalf of the Department or Township without the specific authorization of the Chief of Police.
55. Personal Conflict Incidents: Officers shall refrain from taking or attempting to take police action in any situation in which they, a relative, or close personal acquaintance may have a conflict of interest, quarrel, or personal connection. If an Officer reasonably believes that he or she has a conflict of interest, the Officer should contact dispatch to have another on-duty officer handle the incident. The reporting Officer will then notify his or her Supervisor of the conflict. This rule does not prevent an Officer from acting in the event of an emergency or another situation requiring immediate action. In such a situation, the Officer shall notify dispatch as soon as it is practical, and shall inform dispatch that the Officer requires assistance.
56. Use of Tobacco: Use of tobacco products of any form is prohibited Department buildings, in any Department-owned vehicles, while in direct contact with the public and in all other places prohibited by law or regulation.
57. Impartiality: Employees shall not discriminate by allowing their personal biases, prejudices, or feelings to unduly influence their performance of duty. Employees shall treat all people in a fair and impartial manner when providing services or taking any action on behalf of the Department.
58. Employees shall not mark, deface or alter any official notice posted upon Departmental bulletin boards.

- New 59. It is the responsibility of the employee to ensure they promptly complete and submit leave slips to their supervisor.

Authorized by:



Ken Plaga, Chief of Police

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Application: This directive constitutes department policy, and is not intended to enlarge the employer's or employee's civil or criminal liability in any way. It shall not be construed as the creation of a higher legal standard of safety or care in an evidentiary sense with respect to third party claims insofar as the employer's or employee's legal duty as imposed by law. These rules are not intended to be a contract of employment with any Employee. The Employment relationship is terminable at the will of either the Township or the Employee, absent an express written agreement to the contrary.

Appendix A

Law Enforcement Code of Ethics

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, the peaceful against violence or disorder; and to respect the constitutional rights of all people to liberty, equality, and justice.

I will keep my private life unsullied as an example to all; maintain courageous and calm in the face of danger, scorn, or ridicule; develop self-restraint; and be consistently mindful of the welfare of others. I will be honest in thought and deed in both my personal and official life, I be exemplary in obeying the laws of the land and regulations of my department. Whatever I see or hear of a confidential nature, or that is confided in 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 the 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 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 to my chosen profession - law enforcement.

Appendix B

Oath of Honor

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, and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality, and justice.