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EFFECTIVE DATE:
REVISION DATE:

JULY 1991
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SUBJECT: EMPLOYEE ETHICS, ASSOCIATIONS AND AFFILIATIONS

1.01.01 LAW ENFORCEMENT CODE OF ETHICS

- A. The Wheat Ridge Police Department, by this directive, officially adopts the Law Enforcement Code of Ethics. All sworn personnel are required to abide by its tenets.

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 violence or disorder and to respect the constitutional rights of all men 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 which 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*.

- B. The department, by this directive, officially adopts the International City Management Association (ICMA) Code of Ethics. All non-sworn personnel are required to abide by its tenets.

Tenet 1 Be dedicated to the concepts of effective and democratic local government by responsible elected officials and believe that professional general management is essential to the achievement of this objective.

Tenet 2 Affirm the dignity and worth of the services rendered by government and maintain a constructive, creative, and practical attitude toward local government affairs and a deep sense of social responsibility as a trusted public servant.

Tenet 3 Be dedicated to the highest ideals of honor and integrity in all public and personal relationships in order that the member may merit the respect and confidence of the elected officials, of other officials and employees, and of the public.

Tenet 4 Recognize that the chief function of local government at all times is to serve the best interests of all people.

Tenet 5 Submit policy proposals to elected officials; provide them with facts and advice on matters of policy as a basis for making decisions and setting

community goals; and uphold and implement local government policies adopted by elected officials.

Tenet 6 Recognize that elected representatives of the people are entitled to the credit for the establishment of local government policies; responsibility for policy execution rests with the members.

Tenet 7 Refrain from all political activities which undermine public confidence in professional administrators. Refrain from participation in the election of the members of the employing legislative body.

Tenet 8 Make it a duty continually to improve the member's professional ability and to develop the competence of associates in the use of management techniques.

Tenet 9 Keep the community informed on local government affairs; encourage communication between the citizens and all local government officers; emphasize friendly and courteous service to the public; and seek to improve the quality and image of public service.

Tenet 10 Resist any encroachment on professional responsibilities, believing the member should be free to carry out official policies without interference, and handle each problem without discrimination on the basis of principle and justice.

Tenet 11 Handle all matters of personnel on the basis of merit so that fairness and impartiality govern a member's decisions, pertaining to appointments, pay adjustments, promotions, and discipline.

Tenet 12 Seek no favor; believe that personal aggrandizement or profit secured by confidential information or by misuse of public time is dishonest.

- C. Ethics training for all personnel, regardless of assignment, shall be conducted for all personnel, at a minimum, biennially.

1.01.02 OATH OF OFFICE

- A. All Wheat Ridge Police Department personnel, prior to assuming sworn status, shall take and subsequently abide by the following oath of office before a Judge of the Wheat Ridge Municipal Court or the Chief of Police.

"I (name of officer) do solemnly swear upon my honor that I will never betray my badge, my integrity, my character or the public trust. I will always strive to have the courage to hold myself and others accountable for our actions. I will uphold the Constitution and Laws of the United States of America and of the State of Colorado, and the Charter and the Ordinances of the City of Wheat Ridge. I will strive to be responsive to all citizens of the City and will faithfully perform the duties of Police Officer to the best of my skill and ability."

1.01.03 ASSOCIATIONS AND AFFILIATIONS

- A. Affiliations

Employees will not belong to, or be affiliated with, any person or group that advocates insurrection, treason or the overthrow of the government through unconstitutional means or that claims racial superiority of one race over another.

1.01 EMPLOYEE ETHICS, ASSOCIATIONS AND AFFILIATIONS

B. Associations

Employees have the right to either participate in or abstain from any lawfully recognized employee organization conducting lawful activities.

C. Political Activity

Except as provided by law and City Personnel Policy; employees shall not be prohibited from engaging in political activities. Employees shall not be coerced or required to engage in political activity.

1. Employees who are on-duty or in uniform shall refrain from participating in political activities.