

DURHAM POLICE DEPARTMENT

86 Dover Road

Durham, New Hampshire 03824

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POLICY #: 1.1.2

SUBJECT: Code of Ethics, Mission Statement and Values Statement

NOTE: This written directive is for the internal governance of the Durham Police Department, and as provided by RSA 516:36, is not intended and should not be interpreted to establish a higher standard of care in any civil or criminal action than would otherwise be applicable under existing law.

PURPOSE

Durham Police Officers are required to execute an Oath of Office before assuming any law enforcement duties. This oath specifies certain duties and responsibilities that are incumbent on the officer. Also, officers are expected to perform their duties while applying the highest ethical standards. This general order establishes the Oath of Office for the Durham Police Department and details the Law Enforcement Code of Ethics which is adopted as policy for all Durham Police personnel, to include the Civilian Code of Ethics for civilian employees. The Departments' Mission Statement and Value Statement are supported by the Oath of Office and the Law Enforcement Code of Ethics.

POLICY

In order to protect the public interest of the citizens of the Town of Durham, the Police Department has been given broad police powers. Sworn members of the Durham Police Department have the authority to enforce the laws of this State and the Ordinances of the Town. This authority is exercised within the limits established by the United States Constitution, the State of New Hampshire Constitution, federal and state statutes, and judicial interpretations.

Employees have full discretion, within the scope of their job function, to accomplish the mission of the Durham Police Department except where limited by law, the judicial interpretation of laws, and the policies and procedures of the Department.

PROCEDURE

Mission Statement

The Mission of the Durham Police Department is to improve the quality of life by preserving the peace and safety of the community through the formation of partnerships; creating positive interaction between the public and police while continuing to serve the unique needs of the Durham community.

Values Statement

The Durham Police Department consists of dedicated professionals who are committed to a team environment, creatively solving problems. We believe in:

- The value of Human life;
- The courage to do what is right;
- Accountability to ourselves and our community;
- Fairness, compassion, and approachability in the performance of our duties;

and

Continuous improvement.

Law Enforcement Code of Ethics

The following Law Enforcement Code of Ethics is adopted as policy by the Durham Police Department. All Durham Police Personnel will conduct their assigned duties according to this Code:

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 and 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 courage 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. What I see or hear of a confidential nature or that which 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, animosities, or friendships to influence my decisions. With no compromise for criminals, and with relentless prosecution of criminals, I will enforce the law courageously 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 police service. I will constantly strive to achieve those objectives and ideals, dedicating myself to my chosen profession -- law enforcement.

The following Civilian Code of Ethics is adopted as policy by the Durham Police Department. All civilian personnel will conduct their assigned duties according to this Code:

Civilian Code of Ethics

As a civilian employee of the Durham Police Department I regard myself as a member of an important and honorable profession.

I will recognize the positive relationship between good physical and mental conditioning and the performance of my job.

I will perform my duty with efficiency to the best of my ability.

I will be truthful at all times. My conduct and my performance of my duties will be accomplished in an honest manner, contributory to my fellow workers, and observant of the laws of the town, state, and country.

I will adhere to the confidentiality of the Law Enforcement profession.

I will not, in the performance of my duty, work for unethical advantage or profit.

I will recognize at all times in my duty that I am a public safety employee, and that ultimately I am responsible to the public.

I will give the most efficient and impartial service at all times.

I understand the importance of courtesy and will maintain it as my reference point in all my duties.

I will regard my fellow civilian employees with equality, dignity, and respect.

I share a reciprocal affinity and obligation with my fellow civilian employees, my administration, and my agency.

I will accept responsibility for my actions.

I will strive for those values that will reflect honor on my fellow civilian employees, my agency and myself in the pursuit of excellence.

All Durham Police Personnel will receive roll call refresher training of their responsibilities regarding the Code of Ethics once each year.