

# Germantown Police Department

## Policies and Procedures

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**Number:** 1-1  
**Effective Date:** January 1, 2003  
**Subject:** Value and Mission Statement  
**Previous Revisions:**

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### **I. PURPOSE**

The purpose of this policy is to outline the values of the Germantown Police Department. Agencies are defined by their core values, short and long term goals and the mission identified for the department. The following policy outlines these important factors of the Germantown Police Department.

### **II. MISSION STATEMENT**

The mission of the Germantown Police Department is to maintain a peaceful and orderly environment that insures the protection of life and property through equitable enforcement of laws, rapid response and community education.

### **III. STATEMENT OF PRINCIPLES**

The employees of the Germantown Police Department are committed to the principles that are reflected in the Organizational Philosophy of the City of Germantown and the law enforcement Code of Ethics. These principles guide the work of the Department and are essential to maintaining the public trust. They include:

- A commitment to the highest personal standards of honesty, integrity, and professionalism
- A respect for the rights of the individuals under the Constitution of the United States and the laws of the State of Tennessee
- A commitment to open communication with the public
- A dedication to public service according to the standards defined by the citizens of Germantown
- A commitment to the consideration and mutual respect for all employees
- A dedication to progressive, innovative leadership, and management

- A dedication to improve personal and professional knowledge, skills and abilities through training
- A dedication to serve all people within the City of Germantown with respect, fairness, and compassion
- To the preservation of life, social order, protection of property, and prevention of crime
- To the enforcement of the laws of the State of Tennessee and ordinances of the City of Germantown
- To safeguard the constitutional guarantees of all people by practicing non-discriminatory behavior and having a reverence for human life
- To providing a quality work environment and development opportunities for employees
- To promote the cooperation between other City of Germantown governmental entities and neighboring criminal justice agencies
- To the cooperation with citizens, businesses, and community organizations in furthering a positive image

#### **IV. VALUES**

The values of the Germantown Police Department are represented in the acronym of P.R.I.D.E. They are:

P = Performance  
 R = Responsibility  
 I = Integrity  
 D = Dedication  
 E = Empathy

#### **V. GOALS**

The goals for the Germantown Police Department as stated in the strategic plan are as follows:

Quality Work Force  
 High Performance Team  
 Satisfied Customers  
 Total Commitment to Quality Police Services

## **VI. CODE OF ETHICS**

The following are general standards of conduct apply to all members of the Germantown Police Department.

All law enforcement officers must be fully aware of the ethical responsibilities of their position and must strive constantly to live up to the highest possible standards of professional policing.

The International Association of Chiefs of Police believes it is important that police officers have clear advice and counsel available to assist them in performing their duties consistent with these standards, and has adopted the following ethical mandates as guidelines to meet these ends.

### **A. Primary Responsibility Of A Police Officer:**

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community, safeguarding the lives and property, protecting the innocent, keeping the peace, and ensuring the rights of all to liberty, equality, and justice.

### **B. Performance of the Duties of a Police Officer:**

A police officer shall perform all duties impartially, without favor or affection or ill will and without regard to statute, sex, race, religion, political belief, or aspiration. All citizens will be treated equally with courtesy, consideration, and dignity.

Officers will never allow personal feelings, animosities, or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to maximum cooperation from the public. They will conduct themselves in appearance and deportment in such a manner as to inspire confidence and respect for the position of public trust that they hold.

### **C. Discretion:**

A police officer will responsibly use the discretion vested in the position and exercise it within the law. The principle of reasonableness will guide the officer's determinations, and the officer will consider all surrounding circumstances in determining whether any legal action shall be taken.

Consistent and wise use of discretion, based on professional policing competence, will do much to preserve good relationships and retain the confidence of the public. There can be difficulty in choosing between conflicting courses of action. It is important to remember that a timely word of advice rather than arrest -- which may be correct in appropriate circumstances -- can be a more effective means of achieving a desired end.

D. Use of Force:

A police officer will never employ unnecessary force or violence and will use only such force in the discharge of duty as is reasonable in all circumstances.

Force should be used only with the greatest restraint and only after discussion, negotiation, and persuasion have been found to be inappropriate or ineffective. While the use of force is occasionally unavoidable, every police officer will refrain from applying the unnecessary infliction of pain or suffering and will never engage in cruel, degrading, or inhuman treatment of any person.

E. Confidentiality:

Whatever a police officer sees, hears, or learns of which is of a confidential nature will be kept secret, unless the performance of duty or legal provision requires otherwise.

Members of the public have a right to security and privacy, and information obtained about them must not be improperly divulged.

F. Integrity:

A police officer will not engage in acts of corruption or bribery, nor will an officer condone such acts by other police officers. The public demands that the integrity of police officers be above reproach. Police officers must, therefore, avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency. Officers will refuse to accept any gifts, presents, subscriptions, favors, gratuities, or promises that could be interpreted as seeking to cause the officer to refrain from performing official responsibilities honestly and within the law. Police officers must not receive private or special advantage from their official status. Respect from the public cannot be bought; it can only be earned and cultivated.

G. Cooperation With Other Officers and Agencies:

Police officers will cooperate with all legally authorized agents and their representatives in the pursuit of justice.

An officer or agency may be one among many organizations that may provide law enforcement services to a jurisdiction. It is imperative that police officers assist colleagues fully and completely with respect and consideration at all times.

## H. Personal/Professional Capabilities

Police officers will be responsible for their own standard of professional performance and will take every reasonable opportunity to enhance and improve their level of knowledge and competence.

Through study and experience, a police officer can acquire the high level of knowledge and competence that is essential for the efficient and effective performance of duty. The acquisition of knowledge is a never-ending process of personal and professional development that should be pursued constantly.

## I. Private Life:

Police officers will behave in a manner that does not bring discredit to their agencies or themselves.

A police officer's character and conduct while off duty must always be exemplary, thus maintaining a position of respect in the community, in which he/she lives and serves. The officer's personal behavior must be beyond reproach.

\*Code of Ethics adopted by the Executive Committee of the International Association of Chiefs of Police on October 17, 1989, during its 96th Annual Conference in Louisville, Kentucky, to replace the 1957 Code of Ethics adopted at the 64th Annual IACP Conference.

## **VII. REVIEW PROCESS**

An annual review of this policy will be conducted to determine if it should be revised, canceled or continued in its present form.

This order shall remain in effect until revoked or superseded by competent authority.