

April 26, 2011

**CITY OF FERGUSON
OFFICE OF THE CHIEF OF POLICE**

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DEPARTMENT PURPOSE AND MISSION

103.00 PURPOSE

The purpose of this General Order is to define the mission and operational values of the Ferguson Police Department. All employees are expected to embrace and comply with the mission and values of this Department.

103.01 MISSION

The mission of the Ferguson Police Department is to enforce the law, maintain the peace, protect life and property and promote the quality of life in the City of Ferguson. To accomplish our mission we depend upon a partnership among citizens, elected officials and city employees.

103.02 ORGANIZATIONAL VALUES

- A. We value both personal and organizational integrity. Honest government is our first responsibility. This means that we:
 - 1. Ensure that accurate reporting occurs at all levels;
 - 2. Promote and recognize ethical behavior and actions;
 - 3. Value the reputation of our profession and agency, and promote honesty within the Department;
 - 4. Openly address ethical and operational issues that arise within the Department.
- B. We value teamwork as an essential component of organizational effectiveness. This means that we:
 - 1. Strive to minimize conflict which impacts our efforts yet support the constructive airing and resolution of differences in the name of delivering quality police services;

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2. Listen to and promote suggestions emanating from all citizens, officials, and employees;
 3. Place great emphasis upon the personal qualities that contribute to teamwork: respect for others, common courtesy, humility, a desire to contribute and a caring attitude.
- C. We value a spirit of professionalism. That means:
1. Our conduct, appearance and demeanor always reflect a professional attitude;
 2. The successful completion of the task is more important than who gets the credit;
 3. A professional attitude dictates a dispassionate analysis of issues, free of personal biases and with a commitment to the organization and the community;
 4. We encourage and support the personal and professional growth of our employees through training and education.
- D. We value a humane organization. That means we:
1. Believe that our work should be a source of enjoyment and satisfaction;
 2. Wish to promote an atmosphere that encourages all employees to reach their potential and allows for excellence;
 3. Support a system which guarantees the employment, assigned and promotion of employees based on merit;
 4. Fairly weigh each complaint against an employee and act only after careful consideration of all evidence for or against the employee;
- E. We value the constitutional, civil and human rights of all citizens. That means we:
1. Enforce the law in compliance with constitutional guarantees protecting the rights of all citizens;
 2. Treat all persons we come into contact equally and in a courteous manner, regardless of race, sex, age, religion, nationality, social position, sexual preference or economic status;
 3. Respect the dignity of all persons;
 4. Will not use our position of authority to abuse any citizen.

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F. We value the ideal of service to our community. That means we:

1. Promote programs that improve the relationship between our members and the community at large;
2. Encourage employee members alike to develop a social awareness of the needs of the City of Ferguson;
3. Believe that our purpose and mission is to help all people.

By order of:



COLONEL THOMAS JACKSON
Chief of Police

Attachment:

IACP Code of Ethics

Distribution:

All Department Personnel

MPCCF Reference 1.3



<i>Law Enforcement Code of Ethics</i>
<i>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 or disorder; and to respect the Constitutional rights of all men to liberty, equality and justice.</i>

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 consistently 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 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 officially 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 objections and ideals, dedicating myself before God to my chosen profession law enforcement.

International Association of Chiefs of Police