

ETHICS – FAIR AND IMPARTIAL POLICING

NEW SHERIFF'S TRAINING
2020

ETHICS – FAIR AND IMPARTIAL POLICING

- What does this mean
- Who sets the standards
- Code of Ethics
 - On and Off Duty
- What is in-bounds / out-of-bounds
- 12 Ethical Principals



WHAT DOES IT MEAN?

- DEFINE ETHICS?
- COMMUNITY STANDARDS
- LAW ENFORCEMENT STANDARDS
- PERSONAL STANDARDS



WHO SETS THOSE STANDARDS?

- Community
- Sheriff
- Supervisors
- Community
- Deputy



WHAT DO THOSE STANDARDS LOOK LIKE?

- What should be included in a "Code of Ethics"?
 - On-Duty
 - Off-Duty
 - Personal Lives
 - Other agencies



CODE OF ETHICS

- I will keep my private life unsullied as an example to all.....honest in thought and deed in both my personal and official life.....
-shall not engage in, or knowingly consent to any form of dishonesty, including deviations from the truth, whether on or off duty.....
-not participate in any investigation involving a members family....

CODE OF ETHICS

- Shall not accept any form of financial reward other than those allowed by statute.
 - Let's talk about the free stuff.....food, sodas, Christmas gifts.....
- Refusing to testify
- Campaigning.....Legal issues vs Ethical Issues...influencing an election

CODE OF ETHICS

- Social Media Policies
 - Employee
 - Family



CODE OF ETHICS

- Alcohol or Drug Use on Duty
- Alcohol Use Off-Duty
- Testing Policy



ETHICAL PRINCIPALS

HONEST

- Don't beat around the bush, tell it like it is, right or wrong
- Don't misrepresent the facts, know what you are talking about

ETHICAL PRINCIPALS

INTEGRITY

- You have the trust of some percent of the community, now you have to earn the rest of it
- Do the right thing even when no one is watching

ETHICAL PRINCIPALS

PROMISE KEEPING

- What were those campaign promises?
- What is your plan to keep those? Everyone is watching
- This will be the standard you are judged on in four years

ETHICAL PRINCIPALS

LOYALTY

- Support your people, not only in words, but in actions
- Conflicts of interest
- Work outside the Office of Sheriff



ETHICAL PRINCIPALS

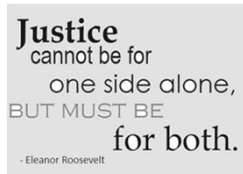
CARING

- Understand your employees and their families
- Support them everyday in any way you can
- Give them words of encouragement

ETHICAL PRINCIPALS

FAIRNESS

- What is your Leadership Style?
- Does it involve the team in any way?
- Are your decisions FAIR?



ETHICAL PRINCIPALS
RESPECT FOR OTHERS

- Both employees and citizens
- Put yourself in their shoes
- Does it feel right?

ETHICAL PRINCIPALS
LAW ABIDING

- Set the right example in all aspects of your life
- Be a Ethical Leader....an example to others

ETHICAL PRINCIPALS
COMMITMENT TO EXCELLENCE

- Surround yourself with people that share this idea/vision
- Expect (demand) their honesty at the table

**Tell us what
you think!**

ETHICAL PRINCIPALS

LEADERSHIP

- Set the work and non-work environment
- What is your attitude
- What is your style.....today's employees

ETHICAL PRINCIPALS

REPUTATION

- It all boils down to this
- How do we improve on it
- Will help weather the storm



ETHICAL PRINCIPALS

ACCOUNTABILITY

- Take ownership of your decisions
- Don't blame others or drag other people under the bus
- Tell it like it is, honesty and forthright go a long ways



SUM IT UP

“DO THE RIGHT THING,
THE RIGHT WAY,
FOR THE RIGHT REASON”

ETHICS

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