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|  | Newington Police Department General Order |  | Number 1.1 |
| Law Enforcement Agency Role | | | |
| Chapter 1 – Law Enforcement Role and Authority | | | |
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1. Establishing Yearly Departmental Goals and Objectives
 - A. All Division Commanders will submit in writing to the Office of the Chief, yearly goals and objectives for the agency and each organizational component. Because goals and objectives may be directly related to the operating budget, these should be submitted with budget proposals to coincide with the annual budget deadline.
 - B. A memorandum outlining the departmental goals and objectives will be distributed to all department members.
2. Personal Input into Goals and Objectives
 - A. It is important for all employees to have an opportunity to offer input in formulating departmental goals and objectives.
 - B. All supervisors should solicit their subordinates for ideas and suggestions pertaining to departmental goals and objectives. All ideas and suggestions will be reviewed by the immediate supervisor, who will attach their comments and submit them up the chain of command. The Command Staff will then review all comments and suggestions for their merit.
3. Progress Reports of Goals and Objectives Attainment
 - A. All Division Commanders will outline the progress made in attaining the yearly goals and objectives established for their areas of responsibility.
 - B. This report should be submitted to the Office of the Chief biannually (end of December and end of June).
4. Oath of Office
 - A. Each department member, prior to assuming sworn status, is required to take an oath of office to the Constitution of the United States, the Constitution of the State of Connecticut, and the Charter of the Town of Newington.
 - B. This oath will be administered orally by the Town Clerk of Newington or his/her designate and a signed copy will be placed in the officer's personnel file.
5. Canons of Police Ethics/Law Enforcement Code of Ethics
 - A. The Newington Police Department subscribes to the Canons of Police Ethics and Law Enforcement Code of Ethics as adopted by the I.A.C.P. All sworn officers are expected to abide by these ethics.

CANONS OF POLICE ETHICS

Article I Primary Responsibility of Job

The primary responsibility of the police service, and of the individual officer, is the protection of the people of the United States through the upholding of their laws; chief among these is the Constitution of the United States and its amendments. The law enforcement officer always represents the whole of the community and it's legally expressed will and is never the arm of any political party or clique.

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Article II Limitations of Authority

The first duty of law enforcement officers as upholders of the law is to know its bounds upon them in enforcing it. Because they represent the legal will of the community, be it local, state, or federal, they must be aware of the limitations and prescriptives which the people, through law, have placed upon them. They must recognize the genius of the American system of government which gives to no person, groups of persons, or institution absolute power; and they must insure that they, as prime defenders of that system, do not pervert its character.

Article III Duty to be Familiar with the Law and with Responsibilities of Self and Other Public Officials

Law enforcement officers shall assiduously apply themselves to the study of the principles of the law which they are sworn to uphold. They shall make certain of their responsibilities in the particulars of their enforcement, seeking aid from their superiors in matters of technicality or principle when these are not clear to them; they will make special effort to fully understand their relationship to other public officials, including other law enforcement agencies, particularly on matters of jurisdiction, both geographically and substantively.

Article IV Utilization of Proper Means to Gain Proper Ends

Law enforcement officers shall be mindful of their responsibility to pay strict heed to the selection of means in discharging the duties of their office. Violations of law or disregard for public safety and property on the part of an officer are intrinsically wrong; they are self-defeating in that they instill in the public mind a like disposition. The employment of illegal means, no matter how worthy the end, is certain to encourage disrespect for the law and its officers. If the law is to be honored, it must first be honored by those who enforce it.

Article V Cooperation with Public Officials in the Discharge of their Authorized Duties

Law enforcement officers shall cooperate fully with other public officials in the discharge of authorized duties, regardless of party affiliation or personal prejudice. They shall be meticulous, however, in assuring themselves of the propriety under the law of such actions and shall guard against the use of their office or person, whether knowingly or unknowingly, in any improper or illegal action. In any situation open to question they shall seek authority from their superior officers, giving them a full report of the proposed service or action.

Article VI Private Conduct

Law enforcement officers shall be mindful of their special identification by the public as upholders of the law. Laxity of conduct or manner in private life, expressing either disrespect for the law or seeking to gain special privilege, cannot but reflect upon the police officer and the police service. The community and the service require that the law enforcement officer lead the life of a decent and honorable person. Following the career of a police officer gives no person special prerequisites. It does give the satisfaction and the pride of following and furthering the unbroken tradition of safeguarding the American Republic. The officer who reflects upon this tradition will not degrade it. Rather, they will so conduct their private life that the public will regard them as an example of stability, fidelity, and morality.

Article VII Conduct toward the Public

Law enforcement officers shall use their powers of arrest strictly in accordance with the law and with due regard to the rights of the citizens concerned. Their office gives them no right to prosecute the violator or

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to mete out punishment for the offense. They shall at all times, have a clear appreciation of their responsibilities and limitations regarding detention of the violator; they shall conduct themselves in such a manner as will minimize the possibility of having to use force. To this end they shall cultivate a dedication to the service of the people and the equitable upholding of their laws, whether in the handling of law violators or in dealing with the law-abiding.

Article VIII Conduct in Arresting and Dealing with Law Violators

Law enforcement officers shall use their powers of arrest strictly in accordance with the law and with due regard to the rights of the citizens concerned. Their office gives them no right to prosecute the violator or to mete out punishment for the offense. They shall, at all times, have a clear appreciation of their responsibilities and limitations regarding detention of the violator; they shall conduct themselves in such a manner as will minimize the possibility of having to use force. To this end they shall cultivate a dedication to the service of the people and the equitable upholding of their laws, whether in the handling of law violators or in dealing with the law-abiding.

Article IX Gifts and Favors

Law enforcement officers, representing government, bear the heavy responsibility of maintaining, in their own conduct, the honor and integrity of all government institutions. They shall, therefore, guard against placing themselves in a position in which the public can reasonably assume that special consideration is being given. Thus, they should be firm in refusing gifts, favors, or gratuities, large or small, which can, in the public mind, be interpreted as capable of influencing their judgment in the discharge of their duties.

Article X Presentation of Evidence

Law enforcement officers shall be concerned equally in the prosecution of the wrong-doer and the defense of the innocent. They shall ascertain what constitutes evidence and shall present such evidence impartially and without malice. In so doing they will ignore social, political, and all other distinctions among the persons involved, strengthening the tradition of the reliability and integrity of an officer's word. Law enforcement officers shall take special pains to increase their perception and skill of observation, mindful that in many situations theirs is the sole impartial testimony to the facts of a case.

Article XI Attitude toward Profession

Law enforcement officers shall regard the discharge of their duties as a public trust and recognize their responsibility as public, servants. By diligent study and sincere attention to self-improvement, they shall strive to make the best possible application of science to the solution of crime and, in the field of human relationships, strive for effective leadership and public influence in matters affecting public safety. They shall appreciate the importance and responsibility of their office; hold police work to be an honorable profession rendering valuable service to their community and their country.

LAW ENFORCEMENT CODE OF ETHICS

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

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the peaceful against violence or 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 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 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 objectives and ideals, dedicating myself before God to my chosen profession...law enforcement.

Mission Statement

To Protect, Serve, and Partner with the Community

Department Vision Statement

A community focused law enforcement agency which is committed to achieving organizational excellence.

Core Values

Core values are the fundamental beliefs of an organization, and are the guiding principles that influence our conduct and how we make decisions. The members of the Newington Police Department are committed to the following Core Values:

1. Professionalism

Our conduct and demeanor display the highest standard of personal and organizational excellence. As a professional organization, we are guided by the "Law Enforcement Code of Conduct."

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2. Respect

We recognize the authority we hold and will treat others as we would like to be treated. We will faithfully, and without bias, uphold the law and honor our responsibilities to the community.

3. Integrity

We are committed to the highest standards of honesty and ethical conduct, which are the cornerstones of our profession.

4. Courage

We recognize the dangers inherent in our profession and are willing to place the safety of others above our own.

5. Community

We value our relationship with the community, those we serve, and know that a strong police-community relationship is critical to our success.

6. Organizational Excellence

We are committed to achieving sustained superior performance that meets and where possible exceeds the expectations of the citizens we serve.

By Order of: _____

Stephen M. Clark
Chief of Police

_____ Date