

Ethics & Professionalism for Law Enforcement

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Objectives

- Officers will be able to define the ingredients of ethical behavior and apply them to their work environment
- Assist Supervisors in maintaining a healthy ethical climate in their organization/divisions
- Encourage on-going dialogue aimed at solving ethical questions
- Train personnel to train others in their organization/divisions

Ethics

WHAT IS IT?

Sources of Ethical Problems in Law Enforcement

- Recruiting
- Supervision
- Frustration/Cynicism
 1. Tension between the 'Policy' and the 'Street'
 2. Staff Association versus Administration (Top Team) issues
- A Culture that Permits Wrong doing

Are most Police Officers ethical?

- **Absolutely YES!!!**
- However.....
 - Recent new stories?
 - Greater Temptations from enforcement?
 - Community/Devolution policing means greater autonomy?
 - Diverse backgrounds means different values than the 'good ole days'?
 - Other reasons for concern?

What is Applied Ethics?

- Doing the **right** thing for the **right** reasons in the **right** way when:
 - ***You know you won't be caught doing the wrong thing***
 - ***It is easier or personally advantageous to do the wrong thing***
- The **decisions** you make reveal who you really are (your character)

Ethics Case Study

- PC 4000 John Doe has only been on the Force for 18 months. He is patrolling in the Carmichael Division with Cpl. 1100 Charles Henry. While on a dirt road in the middle of the well fields they encounter a Haitian who does not have the proper documentation. After searching the man they find a wad of \$20 bills. They place him in the patrol car, then Cpl. Henry says to PC Doe that they should take the Haitian to his home where he might have some more money which they might share, as only the Three of them are present and the man says he lives alone in the bush. PC Doe is uncomfortable with the proposition.

What is Integrity?

- Character traits that predispose a person to act ethically in all of their relationships in all circumstances
- Being true to your principles even when the "heat" is on because of what you stand for.

Integrity

- PRINCIPLE it is a TRUTH that does not change; even if it is not Believed or Accepted
- Right is right even when everyone thinks it's Wrong.
- Wrong is wrong even when everyone thinks it's Right

What is Integrity?

Telling the **WHOLE TRUTH**

Weigh well what it is you promise; but once the promise & pledge are given remember that he who is false to his obligation will be false to his family, his friends, his country and his God.

THE BOTTOMLINE

ETHICS IS NOT ABOUT,

WHAT WE SAY...

THE BOTTOM LINE

It is...What we Do!!!!

The Six Pillars of Character

Author: Michael Josephson

■ 1. Trustworthiness

- Honesty
- Integrity
- Promise/Word Keeping
- Loyalty

■ 2. Respect

Character

■ 3. Responsibility

- Accountability
- Pursuit of Excellence
- Self-Restraint

Character

■ 4. Justice/Fairness

■ 5. Caring – Care, Respect & Trust

■ 6. Civic Virtue and Citizenship

Character

■ Romans 12:2

"Do not be conformed to this world but be transformed by the renewal of your mind..."

- Build Character by Changing your Thinking

Character

- Thoughts become words
- Words become actions
- Actions become habits
- Habits become character
- Character becomes your destiny
- Your Destiny is where you want to Be

THINK...

■ Then A.C.T.

- 'Reason and Calm judgment, the qualities especially belonging to a leader.' Cornelius Tacitus 100 AD

A.C.T.

- **A**lternatives (Identify)
- **C**onsequences (Project)
- **T**ell **Y**our **S**tory (Defense)

Stakeholders

- Any person, organization, or entity that may be affected by what you do.

"Best Practices"

"...be more concerned with your character than with your reputation. Your character is what you really are, while your reputation is what others think you really are."

John Wooden - UCLA Bruins Coach

'Today, I will work on those things that will strengthen my character'

Character

- As a leader you cannot help setting an example - the question is whether it will be a Good or Bad one. John Adair
- You can judge a person's character by how they behave when the pressure is on

"Best Practices"

- The key to 'best practices' may be found in the following quotes:
- "The challenge is to be a light, not a judge; to be a model, not a critic."
 - Steven Covey, Principled-centered Leadership
- Too many (police) departments are unwilling, or in their own judgment unable, to establish zero tolerance policies against acts of racism, sexism, lying in internal investigations, use of excessive force...and the like.
 - Edwin J. Delattre, speech before the 5th Circuit Judicial Conference, May 1997.

"Best Practices"

- **Covey's** quote reflects what was said over 3000 years ago:
- **"If a ruler himself is upright, all will go well without orders. But if he himself is not upright, even though he gives orders they will not be obeyed."**
 - Confucius

Professional Conduct

■ What is it?

Leading By Example A Ethics-based Policy

Standards of Self -Management

- Is it ethical?
- Is it legal?
- Is it moral?
- Is it the right thing for the community?
- Is it the right thing for the Department?
- Is it within the values/policies of the Force?
- Is it some thing you can take responsibility for and be proud?

"Best Practices"

- Delattre's Quote Suggests:
- Enforcement = Zero tolerance to corruption
- Compliance is based upon punitive controls
- The answer to ethical problems is to enforce a system of rules with clear and severe sanctions
- Rule-based Ethics (the most utilized approach in criminal justice system)

"Best Practices"

- Problem - rule-based ethics does not achieve virtue; it only fosters limited compliance when the deterrent is credible.
- "Lead the people by laws and regulate them by penalties, and the people will try to keep out of jail, but will have no sense of shame. Lead the people by virtue and restrain them by the rules of decorum, and the people will have a sense of shame, and moreover will become good."
 - Confucius

Ethics-based Policy

If the answer to all these questions is **YES**, and the activity is within your area of responsibility and level of authority, then don't ask permission.....

JUST DO IT!!!

Supervisors as ethics teachers

- The "burden" of leadership
- Actions and omissions send signals
- Actions and decisions reveal, test and shape the organizations character (public opinion)
- Defining moments write a page of a supervisor's moral autobiography
- Repetitive actions over time (habit) reveals our true character

Strategies for Improving Ethics

- Institute non-judgmental ethics dialogue among teams in your division/department.
- Distribute literature and brief writing material that open ethical issues.
- Develop a mission/values statement with widespread participation and have top managers present it to the department.
- Look for an opportunity to reward or commend an officer who shows restraint and lives up to the values embodied in the mission/vision statement.
- Manage as if the local media/investigative reporter were next to you taking notes (avoid even the appearance).

Integrity is Non-Negotiable

▪ DEFINITIONS

- **Corruption** is the abuse, for personal gain or gain for others, of the role or of the position held within the RBPF or of any special relationship not professionally with that role or position.

Common Purpose and Values

We shall perform our duties in a manner which respects individual human rights and which reflects, sensitivity and compassion. Yet, we shall act in firm pursuit of all offenders of our laws, so as to ensure a safe and just society, where neither crime nor the fear of crime adversely affects the quality of life.

Common Purpose and Values

We shall accomplish these goals with a **high degree of professionalism**, through leadership and teams of individuals who are **competent, ethical and dedicated**. We shall discharge our duties with **courage**, and being ever mindful of a changing environment, with a willingness to embrace justified criticism and the need for change.

Definitions...

- **Dishonesty** is behavior lacking in personal honesty, which includes such matters as theft, lying and cheating; together with other such examples as deliberately over or under marking annual assessments and intentionally neglecting duty or responsibility.
- **Unethical Behavior** is behavior, which does not conform with our Code of Conduct, or Statement of Common Purpose and Values, or Policy of Opportunity or any other similar policy or code, which may be published from time to time.

Code of Conduct Articles...

1. Lawful Honest and Ethical Behavior
2. Human Rights and Cultural Diversity
3. Courtesy, Tolerance and a Willingness to accept criticism
4. Fairness and Impartiality
5. Force, Power and Authority
6. Use of Duty Time and Force Property
7. Confidentiality
8. Fitness for Duty
9. Appearance
10. General Ethical Behavior

Commissioner's Policing Plan 2018

- **Vision** – Create safer Communities
- **Mission** – Delivering our service as a resourceful and professional Police Force
- **Mandate** –
- **Our Values** –
- **Priority 5 – Professionalization of Services**, Education, Wellness & Safety, Accountability

Conclusion

Just Do It !!!

...When all else Fails...Let
Common Sense Prevail!

Attributes of a Good Officer

- Courtesy
- Tact -attitude
- Confidence
- Temper - self-control
- Honesty
- Loyalty
- Courage – moral & physical
- Initiative
- Impartiality
- Conscientiousness – sense of duty
- Sobriety
- Obedience – to lawful orders

Statement of Common Purpose and Values

The Royal Bahamas Police force, in partnership with all citizens, residents and visitors,

Exist to provide total quality law enforcement service, with emphasis on the maintenance of law and order, the preservation of peace, the prevention and detection of crime, the apprehension of offenders and the enforcement of all laws with which it is charged.