



POLICE DEPARTMENT

PROFESSIONAL ETHICS

CONDUCT & RESPONSIBILITY #102

Responsible Executive:
Chief of Police
Responsible Office:
Vice President for Public Safety
Approved by:
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Policy Statement

All members of the Johns Hopkins Police Department (JHPD) shall strive to maintain the highest ethical standards. Members shall be cognizant that while in the performance of their duties, or off-duty but identified or recognized as a JHPD member, they are representatives of Johns Hopkins, as well as the law enforcement community as a whole.

Who Is Governed by This Policy

All personnel, including sworn, nonsworn, and contractual or voluntary persons in service with the JHPD, are governed by this Directive.

Purpose

The purpose of this Directive is to establish a canon of ethical behavior by which all members are expected and required to abide.

Definitions

Employee:	All nonsworn, civilian, paid employees, including police cadets and paid student interns of the JHPD.
Ethics:	The principles of conduct governing an individual or a group, referring broadly to moral principles and often applied to questions of appropriate behavior within a relatively narrow area of activity, such as police ethics or the ethics of policing.
Member:	All members of the JHPD, including employees, officers, and volunteers, unless the term is otherwise qualified (e.g., member of the public, member of the Baltimore Police Department, etc.).
Officer:	All sworn police officers, at any rank, as defined by MD Code, Public Safety, § 3-201, in service with the JHPD.

Policy

It is the policy of the JHPD to ensure that its members follow a Code of Ethics and make ethical decisions. (Commission on Accreditation for Law Enforcement Agencies (CALEA) 1.1.2)

Procedure

I. General

- A. The JHPD adopts the following Codes of Ethics for its members. The Codes of Ethics, along with JHPD Directive #103, Rules of Conduct; JHPD Directive #111, Duty to Intervene; and other JHPD policies, will serve as a guide for everyday professional conduct and shall be followed by all members on- and off-duty.
- B. The Codes of Ethics also embody the department's mission and guiding principles and provide fundamental guidelines that influence daily behaviors and decision-making processes as members seek to provide relief to the people and situations they encounter in the campus environment. This is accomplished not through rigid application of laws but through the employment of ethical decision-making, common sense, and compassion in service of the law.

II. Law Enforcement Code of Ethics

The JHPD adopts the International Association of Chiefs of Police Law Enforcement Code of Ethics, with minor amendments, for its officers:

- A. As a law enforcement officer, my fundamental duties are to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation; and to respect the constitutional rights of all to liberty, equality, and justice.

- B. I will keep my private life free from any behavior that could interfere with my duties as a law enforcement officer and will behave in a manner that does not bring discredit to me or to my agency. I will 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 law 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 secret unless revelation is necessary in the performance of my duty.
- C. I will never act officiously or permit personal feelings, prejudices, bias, political beliefs, aspirations, animosities, or friendships to influence my decisions. With no compromise for crime and with relentless pursuit of justice, I will enforce the law in a fair, equitable, antiracist, and impartial manner, courteously and appropriately without fear or favor, unconscious bias, malice, or ill will, never employing unnecessary force or violence and never accepting gratuities.
- D. 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 police service. I will never engage in acts of corruption or bribery, nor will I condone, abet, or tolerate such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.
- E. I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.
- F. I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession: public safety.

III. Public Safety Telecommunicators' Code of Ethics

The JHPD adopts the Association of Public-Safety Communications Officials Public Safety Telecommunicators' Code of Ethics for its dispatchers:

- A. As a public safety telecommunicator, I am dedicated to serve the public, to safeguard life and property, to keep my personnel informed on all calls that may require their attention, to assist all public safety vehicles and personnel in the performance of their duties, and to ensure that all rules and regulations that govern my position are not violated in any manner.
- B. I will keep my private and social life free from all criticism, maintain a calm attitude during times of stress and emergencies, develop self-control, and be constantly mindful of the welfare of others, regardless of race, creed, or religion. I will obey the laws, rules, and regulations of my department and the Federal Communications Commission. Whatever

information I receive of a confidential nature will be revealed only in the official performance of my duties.

- C. I will never act in a selfish or unofficial manner or let my personal feelings, friendships, prejudices, or animosity influence my decisions. I will enforce the rules and regulations of my department without fear, favor, or ill will, never employing unnecessary force and never accepting gratuities.
- D. I recognize the solemn responsibility of my position as a symbol of public faith and trust and will accept it to be held as long as I am faithful to the ethics of public safety service. I will constantly strive to achieve those objectives and ideals that govern my profession, dedicating myself to my chosen profession: public safety telecommunications.

IV. General JHPD Member's Code of Ethics

All nonsworn, noncommunications members are required to subscribe to the Code of Ethics as stated below:

- A. As a nonsworn member of the JHPD, I regard myself as a member of an important and honorable profession.
- B. I recognize my responsibility to exhibit honesty and integrity through ethical behavior in both my professional and personal life.
- C. I will be obedient to the laws of the City of Baltimore, the State of Maryland, and the United States, and the policies and procedures of the Johns Hopkins University, including those of the JHPD.
- D. I will exhibit respect for my superiors, my peers, other employees, and persons, and work to promote a harmonious work environment.
- E. I will not, in the performance of my duties, work for personal advantage or profit.
- F. I will give efficient, impartial, prompt, and courteous service to the community at all times.
- G. I will accept responsibility for my actions.
- H. I will put loyalty to the highest moral and ethical principles above loyalty to persons or government.
- I. I will never discriminate unfairly by the dispensing of special favors or privileges to anyone, whether for remuneration or not, and I will never accept, for myself or anyone else, favors or benefits under circumstances

that might be construed by a reasonable person as influencing the performance of my duties.

- J. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept confidential unless revelation is necessary in the performance of my duty.

V. Training (CALEA 1.1.2)

- A. All members of the JHPD will receive initial and ongoing ethics training.
- B. At minimum, all JHPD members will review this Directive annually and will complete an acknowledgment using PowerDMS or its successor.

Policy Enforcement

Enforcement	Police Department managers and supervisors are responsible for enforcing this Directive.
Reporting Violations	Suspected violations of this Directive should be reported to the Public Safety Accountability Unit.

Related Resources

University Policies and Documents
Conduct & Responsibility #101, Vision, Mission & Guiding Principles Conduct & Responsibility #103, Rules of Conduct Conduct & Responsibility #111, Duty to Intervene
External Documentation
Police Department Forms and Systems

Contacts

Subject Matter	Office Name	Telephone Number	Email/Web Address
Policy Clarification and Interpretation	Policy Management	(667)306-8618	jhpdpolicyinquiry@jh.edu