



Code of Ethics and Professional Conduct

Public Safety • Professional Conduct • Accountability • People First

We serve in positions of public trust and are entrusted with authority that directly affects public safety, the lives of others, and the people we work alongside every day. Ethical conduct is a condition of employment. Doing the right thing - lawfully, honestly, and professionally - is expected at all times.

A People First culture is achieved through professionalism, dignity, fairness, and accountability - not through the absence of standards.



Do the Right Thing

- Act lawfully, honestly, and with integrity in all duties and decisions.



Professional Civility and Respect

- Treat others with dignity, professionalism, and fairness.
- Authority does not permit disrespect or demeaning conduct.



Responsible Use of Authority

- Use authority fairly and for legitimate purposes only.
- Do not misuse authority through retaliation, favoritism, manipulation, or personal convenience.



Accountability

- Own your actions and decisions.
- Report misconduct.
- Hold yourself and others to professional standards.



Stewardship

- Protect public resources and confidential information.
- Use time, systems, and equipment responsibly.

Supervisors and Leaders – Heightened Responsibility

Supervisors and leaders are held to heightened ethical expectations. Leadership carries additional responsibility to:



- Exercise authority fairly and transparently
- Apply standards consistently
- Treat employees with professionalism and respect
- Address misconduct and corrosive behavior promptly
- Maintain operational knowledge and engagement
- Foster a professional environment where employees are treated fairly and feel safe raising concerns
- Take appropriate action when concerns are known or reasonably suspected

How we conduct ourselves — and how we lead others — is inseparable from public safety and public trust.

This Code applies to all employee conduct, on and off duty, when behavior affects public safety, public trust, the Department's mission, or the workplace environment. Violations of this Code may result in discipline under Operating Procedure 135.1, *Standards of Conduct*.

