

JACKSONVILLE POLICE DEPARTMENT

Policy: 7-8
Effective: 07-02-20
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CODE OF CONDUCT

PURPOSE: Law enforcement employees, representing government, bear the heavy responsibility of maintaining their own conduct, and the honor and integrity of the government entity that they represent. It is the purpose of this policy to provide additional guidance to the standards of conduct embodied in the law enforcement officer's code of ethics, this Department's mission statement and values, as well as other ethical policies issued by superior governing authorities that may be applicable to this Department so that employees of this Department will better understand prohibitions and limitations pertaining to their conduct and activities while on and off duty.

POLICY: It is the policy of this Department to maintain the highest standard of integrity by working diligently to maintain the community's trust. All departmental employees must recognize that they are held to a higher standard than the private citizen they protect, in addition to representing the Department, they also represent the law enforcement profession. Conduct, on and off duty, must be beyond reproach. Department employees must avoid any conduct that might compromise the integrity, morale, operations or efficiency of the Department. Violation of Federal, State and Local laws, as well as Department policy may result in disciplinary action up to and including termination.

DEFINITIONS:

- I. **ETHICAL CONDUCT:** Means actions that reflect the ethical standards consistent with the rules and values published by this Department.
- II. **PUBLIC SERVANT/PUBLIC EMPLOYEE:** Means an individual who is employed, appointed, or represents this Department.
- III. **SWORN OFFICER:** An employee of this Department who is a probationary or certified officer as defined by the laws, rules and regulations or the state of Arkansas.
- IV. **SEXUAL DISCRIMINATION:** The disparate treatment of an employee with respect to work benefits, conditions, assignments, promotions, etc. based upon the gender of the employees, unless such disparate treatment is necessary based upon some bona-fide occupational qualification (i.e. undercover assignment where a male is necessary due to the nature of the infiltration.)
- V. **DOMESTIC MISCONDUCT:** The Department defines this type of conduct very broadly. This definition may be broader than State law, but it is intended to assure the continuation of positive performance within the Department by the involved employee and other employees of the Department. A domestic relationship involves any employee who is or has been married to the other party; involves any member of the employee's household; who is living or has lived with the other party; has had a child with the other party; or is or has engaged in an intimate relationship with the other party. Misconduct refers to any physical assault or battery, vandalism, stalking, intimidation, coercion, or criminal act against a party within this form of domestic relationship.
- VI. **COLLATERAL MISCONDUCT:** Any conduct by another employee of the police Department to assist another Department employee in the continuation of the act of misconduct. This would also include any actions designed to shield the employee or impair the ability of the Department to be informed of the misconduct.