

**NEW BEDFORD**  
**POLICE DEPARTMENT**  
**DIRECTIVE**

Directive #20-89 Effective Date: 8/18/20 Page 1 of 3
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TO: ALL PERSONNEL

FROM: OFFICE OF THE CHIEF OF POLICE

SUBJECT: STANDARDS OF CONDUCT

## **I. PURPOSE**

It is the purpose of this policy to provide specificity to the standards of conduct embodied in the law enforcement officer's code of ethics and this department's statement of values and mission, so that officers have a clear understanding of agency expectations pertaining to conduct and activities while on and off duty.

### ***Mission Statement***

The mission of the New Bedford Police Department is to work in partnership with the community to enhance the quality of life through crime prevention, guaranteeing the constitutional rights of all, preserving the peace, reducing fear and providing a safe environment for all we serve.

## **II. POLICY**

The members of this department are key stakeholders in efforts to preserve and enhance the reputation of this agency and their personal pride. Our officers are on the front line with the community they serve, and their conduct reflects upon our department. It is imperative that organizational pride, self-respect, and respect for the law enforcement profession and our departments ethics are continuously emphasized. These concepts must be prioritized in the departments mission statement, throughout policy and procedure, and in any training.

It is therefore the policy of the New Bedford Police department that all officers shall conduct themselves, both on and off duty, in a manner that reflects high ethical standards consistent with the values and mission established by this department and the expectations of the community we serve.

### **III. PROCEDURES**

#### ***A. Conduct***

1. Officers shall follow this departments mission and values statement, oath of honor, and code of ethics. If an officer experiences an ethical conflict with these items, they should consult a supervisor for further clarification.
2. Officers shall not conduct themselves in a manner, on or off duty, that:
  - a. Casts doubt on their integrity, honesty, moral judgment, or character;
  - b. Brings discredit to this agency; or
  - c. Impairs the agency's efficient and effective operation.
3. Officers shall intervene immediately in order to prevent and or stop any wrongdoing committed by another officer.
4. Officers shall report any violations of law, policy, misconduct and or abuse, committed by a member of this department, of which they become aware of and shall notify a supervisor as soon as possible, both verbally and in writing.
5. Officers shall cooperate fully in any internal administrative investigation conducted by this or any other authorized agency and shall not attempt to conceal, divert, or mitigate any culpability of theirs or others by falsehoods or omissions
6. Conduct towards fellow officers and employees:
  - a. Officers shall conduct themselves in a manner that fosters cooperation among members of this department, showing respect, courtesy, and professionalism in their dealings with one another
  - b. Officers shall not use language or engage in acts that demean, harass, or bully others.
7. Conduct toward the public:
  - a. Officers shall interact with the public in a civil and professional manner that conveys a service orientation to foster public trust and cooperation.
  - b. Officers shall treat individuals with courtesy, respect, and dignity.
  - c. Officers shall not employ an officious or overbearing attitude or use language that might belittle, ridicule, or bully individuals.
  - d. Officers shall perform their duties equitably in both the enforcement of laws and the delivery of law enforcement services within the community and shall strive to maintain public trust by conducting all law enforcement business in an unbiased, fair, and impartial manner.
8. Officers shall not knowingly join or participate in any organization that advocates, incites, or supports criminal acts or criminal conspiracies or that promotes hatred or discrimination toward racial, religious, ethnic, or other groups or classes of individuals protected by law.

#### **IV. RESPONSIBILITY OF SUPERVISORS**

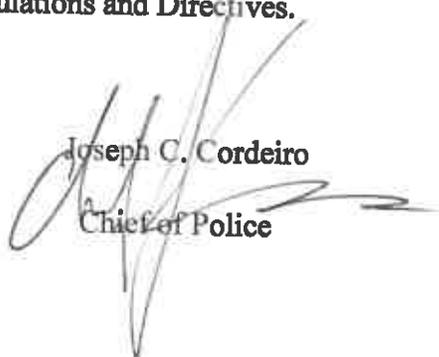
Supervisors are essential in reinforcing our department policies, procedures, goals, and objectives and ensuring that they are carried out properly. The primary responsibility for maintaining and reinforcing employee conformance with the department's standards of conduct lies with each member of this agency and more so, with each supervisory officer.

Supervisors must closely monitor and evaluate the general conduct and performance of all members in their unit. Evaluations of employees must be the product of daily observation and close working relationships. Supervisors should remain alert to any indications of behavioral, physical, or other problems that may affect an employee's job performance as well as any behaviors that may suggest conduct that is inconsistent with agency policy, procedures, and rules.

Where observed, any information of this type that is deemed relevant should be documented immediately and forwarded to the employees' immediate supervisor as well as the appropriate District Commander.

Commanding Officers are responsible for ensuring that all officers under their command adhere to all Departmental General Orders, Rules and Regulations and Directives.

cc: All Divisions and Bureaus  
Policy Manual

  
Joseph C. Cordeiro  
Chief of Police