

# **Ethics and Professionalism: No Lying, Cheating, or Stealing**

**1. Setting Ethical Standards**

**2. Climate of Integrity**

**3. Ethical Expectations**

**Craig E. Ferrell, Jr., Retired Deputy Director Houston Police Department &  
Assistant Professor of Criminal Justice**

**School of Humanities/Department of Law and Society**

**Houston Baptist University**

**7502 Fondren Road**

**Houston, Texas 77074-3298**

*"With God All Things Are Possible!" Matthew 19:26*

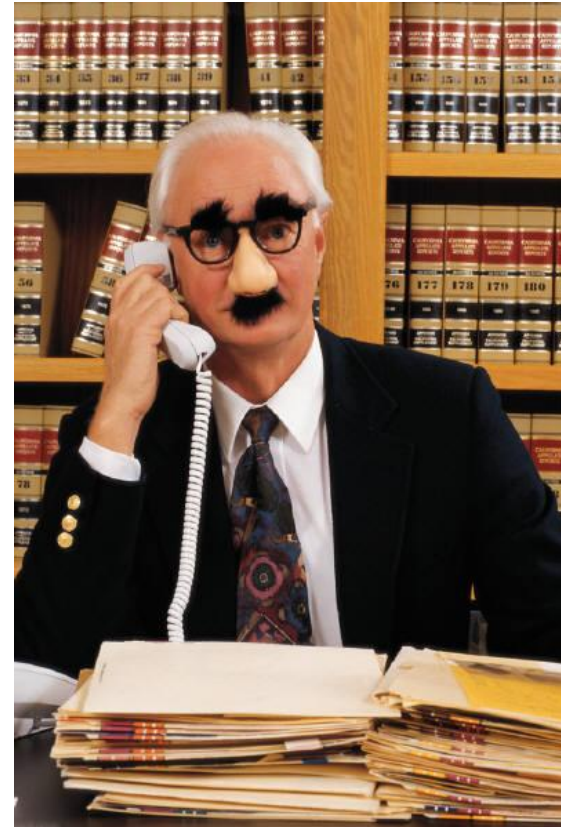
# Why attend this class?

1. *Need to get 1.5 hrs of training*
2. *Need to let my Chief think I'm really motivated*
3. *You need a nap*  
**{YOUR IN THE WRONG CLASS }**
4. *Remind us of some of the basics*
5. *Look at some recent case law*
6. *“Man has a natural aptitude for virtue; but the perfection of virtue must be acquired by man by means of some kind of training.” St. Thomas Aquinas*



# Legal Disclaimer ☺

- **This is training, not legal advice**
- **For advice regarding specific facts patterns, suggested actions, or ongoing cases, please consult with your legal counsel**



# Why go over the basics?

Trying to Resist Arrest



By the Discipline Police ...

*Burt Amacker 2007*

Well...

Because Police Officers Occasionally  
Do \_\_\_\_\_?





IS IT LOADED??

HOLD ON...  
LET ME TAKE A LOOK

# **Ethical Standards**

- 1. All police chiefs want to communicate to their employees some sort of ethical standard.**
- 2. But how does a chief create a culture that not only embraces ethics and professionalism but also establishes these principles in an infrastructure that will be in place long after the chief leaves?**
- 3. This is one of the most vexing problems chiefs face at the start of their careers and throughout their tenures as leaders.**

- **Unfortunately, most policies are written by lawyers, for lawyers. For the average officer, this generally means that these policies are far too long and wordy to remember.**
- **Yet most lawyers want to make sure that a department's policies will not only conform to constitutional mandates but, in the case a police officer is challenged in court, will also convey and convince a jury that the city is following best practices consciously and deliberately sensitive to an officer's training and supervision needs.**
- **So how does one meet this seemingly conflicting problem of keeping policies simple, clear, and concise while also maintaining policies that will survive the challenges of litigation?**



# ***Where to Start?***

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**The first step in creating an ethical behavior policy is to review your department's current policies and procedures and determine if they are updated, relevant, and have been reviewed recently by the city attorney.**

# **After Your Review is Complete And Modifications are Made**

**Begin by preparing an attention grabbing message that explains that you are pleased overall with the guidelines currently in place to assist employees in understanding their assigned tasks and the department's expectations.**

**Your message must go on to remind employees of the department's dedication to the concepts of community oriented policing and its strong philosophy concerning individual ethics.**

# Let Officers Know you Understand the Demands they Face

August Vollmer, a pioneer in police professionalism, once said that ***The public expects police officers to have the:***

1. **“wisdom of Solomon;**
2. **the courage of David;**
3. **the strength of Sampson;**
4. **the patience of Job;**
5. **the leadership of Moses;**
6. **the kindness of the Good Samaritan;**
7. **the strategic training of Alexander the Great;**
8. **the faith of Daniel;**
9. **the diplomacy of Lincoln;**
10. **the tolerance of the Carpenter of Nazareth;**
11. **and, finally, an intimate knowledge of every branch of the natural, biological, and social sciences.”**

**So the Public Wants Perfection**

**BUT**

**Police Officers like everyone else are Human and thus make mistakes.**

**So give them a Foundation that is based on the Ethical Principles you want them to follow.**

**They Must Be:  
CLEAR, CONCISE, & EASY TO  
REMEMBER**

**The Houston, Texas, Police Department  
did this a few years ago by coming out  
with a circular that simply stated:**

**No Lying,  
Cheating,  
or Stealing**

**By putting the rules in clear, concise, everyday English, you will construct the department's best known and most easily recited rule—I promise you.**

**When an officer is interviewed by your local news media or is on the stand in court and is asked what policy covers ethical guidelines, he or she can simply say,**

**“I don't remember the exact policy number, but you're talking about our 'rule against lying, cheating, and stealing.' ”**

**Ethics remains the greatest training and leadership challenge facing police administrators today**

**With such high societal expectations, whenever and wherever chiefs can summarize a policy in five to seven words (as was done in Houston), they should do so.**

**This will help you create a Climate of Integrity and a Culture Based on Ethical Standards that Officers will Accept, Know and Won't Forget**

***Famous Saying:  
“Keep It Simple Stupid”***

**Often, the longer and more legalistic a policy is, the more likely the officers will look for a way to justify their actions as falling within the policy.**

**On the other hand, when a policy is simpler, the troops are more likely to buy in and hold themselves and fellow officers accountable.**



# **FBI's Three Steps to Integrity**

**(Modified Some by Instructor)**

- 1. Teach what is Right**
- 2. Do What is Right**  
**(Even when it costs you)**
- 3. Do it in the Open for everyone to See**

**(Remember you are the representative for your agency of all the traditions, the accomplishments, and the very reputation of your Police Department)**

# Further Progress through Expanded Training

Basic law enforcement training requirements were established in the 1950s. Today, every jurisdiction mandates peace officer standards and training (POST) or POST-like programs, although the requirements vary considerably from state to state. What seems to be emerging is that each state either has or is now incorporating ethical training mandates into such training programs.

As several IACP articles have stated in the past that ethics training has been integrated into most law enforcement training programs, and calls for expanded training in police ethics are being heard from many corners. A comprehensive resource for enhancing awareness for law enforcement ethics, called ***the Ethics Toolkit***, is available from the IACP and the federal Office of Community Oriented Policing Services at: <http://www.theiacp.org/Ethics-Toolkit>



Recruit  
Training

Field  
Training  
Officer

Roll-Call  
Training

In-Service  
Training

# Achieving Buy-in

I have found that one of the easiest means to gaining an officer's acceptance of the policy is to **explain how and why it is in an officer's best interest to follow the ethical standard.**

Start by explaining the obvious: An officer being sued is a reality and ending up in the courtroom is an occupational hazard in U.S. law enforcement.

If an officer does not follow departmental policy he will often times not be eligible for the defense of Qualified Immunity.....and have to pay \$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$

# Training Nugget

If you treat others the way you would want them to treat you if your roles were reversed, then even if you don't happen to remember your department's rules or how you've been trained to handle a matter, you will be dealing with the situation in a legally defensible manner.

**So follow the Golden Rule found in Luke 6:31 and “Do unto others as you would have them do unto you.”**

**If officers act in this way, they will be entitled to qualified immunity in any civil rights lawsuit (and thus not be personally liable for injuries or damages even for a mistake made in the way the situation was handled, as the officer would have been acting in an objectively reasonable manner with the good faith belief that the action was both lawful and proper).**

# **“Discipline that Works”**

## **Explain**

**Rules and Regulations**

**General Orders**  
**Rules & Regulations**  
**Supervision**

## **Focus**

**FACTS**

- 1. Who**
- 2. What**
- 3. When**
- 4. Where**
- 5. Why**
- 6. How**

## **Golden Rule**

**ETHICS**



**Treat People Ethically**

**Note: Pick up Article on Back Table for More Information and contact info**

# **NEXT**

**Karen J. Kruger to  
discuss early  
warning, psychology  
of discipline, and  
performance v.  
misconduct**