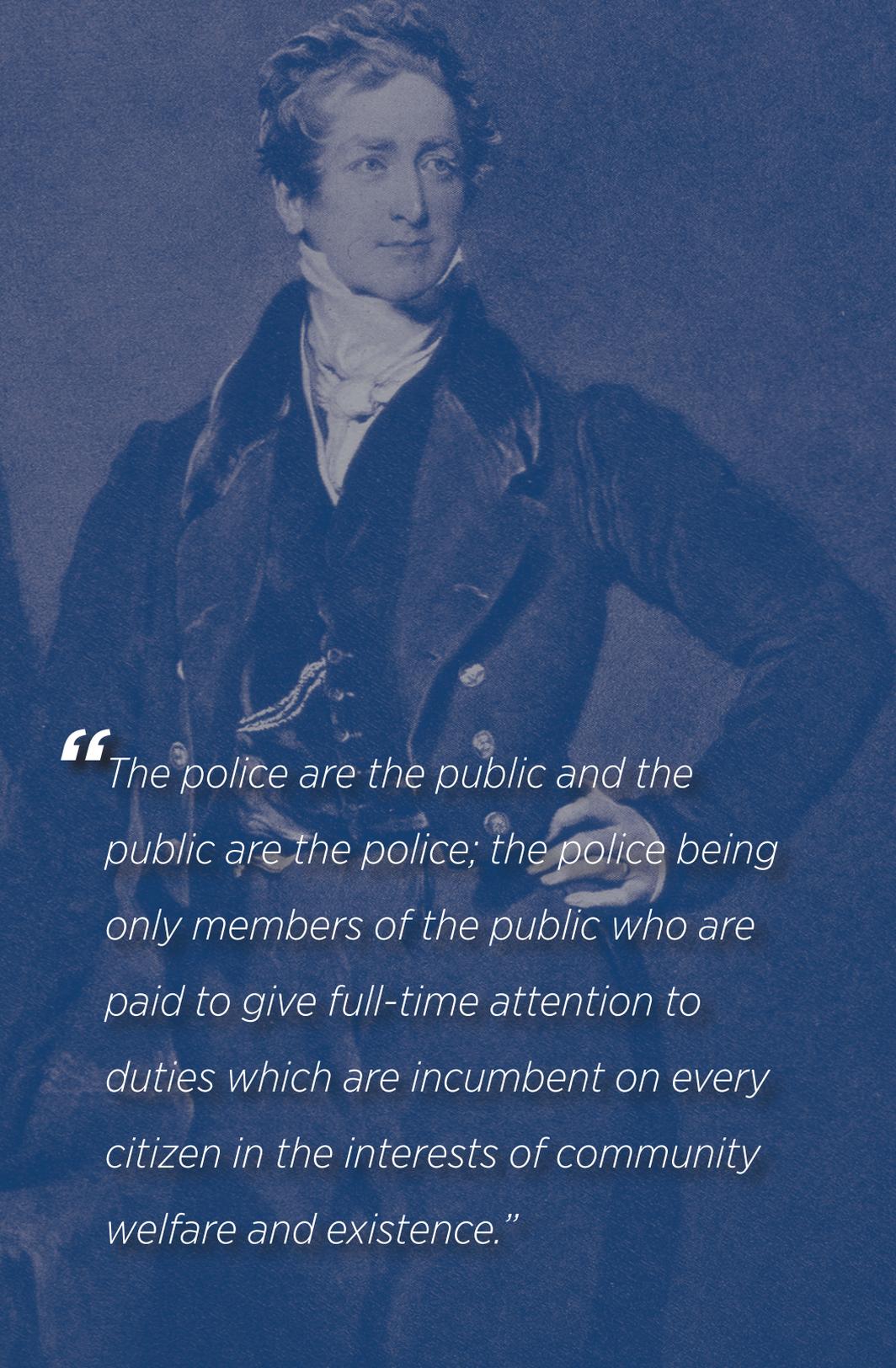




PITTSBURGH POLICE **CODE OF ETHICS**



“The police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.”

Sir Robert Peel (1788–1850) was a British statesman who served twice as Prime Minister of the United Kingdom and twice as Home Secretary. He is regarded as the father of modern policing. He put forth the following **nine principles of law enforcement** in 1829:

- 1.** The basic mission for which the police exist is to prevent crime and disorder.
- 2.** The ability of the police to perform their duties is dependent on public approval of police actions.
- 3.** Police must secure the willing cooperation of the public in voluntary observance of the law to be able to secure and maintain the respect of the public.
- 4.** The degree of cooperation of the public that can be secured diminishes proportionately with the necessity of the use of physical force.
- 5.** Police seek and preserve public favor not by catering to the public opinion, but by constantly demonstrating absolute impartial service to the law.
- 6.** Police use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice and warning is found to be insufficient.
- 7.** Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.
- 8.** Police should always direct their action strictly towards their functions and never appear to usurp the powers of the judiciary.
- 9.** The test of police efficiency is the absence of crime and disorder, not the visible evidence of police action in dealing with it.



INTRODUCTION



Recognizing the inherent complexity of policing, we acknowledge that members of the Pittsburgh Bureau of Police may need to use legitimate discretion to confront unique situations and circumstances not contemplated when our policies and procedures were initially developed. Discretion, however, is limited and to be used only to ensure just outcomes. Discretion must never be used for personal gain or gratification. This Code of Ethics is designed to provide core values and guiding principles under which appropriate decisions may be made and actions taken.

Bureau members must conduct themselves in accordance with the provisions of this Code at all times, whether on duty or off. Any conduct that brings discredit upon the Bureau, or has the potential to do so, will be investigated at the discretion of the Chief of Police or the Office of Municipal Investigations. Investigations may be either criminal or disciplinary, but all will be conducted promptly, thoroughly and impartially, in observance of the Standards of Just Cause.

Recognizing the difference between misconduct and well-intended human error, every effort will be made to ensure that innocent mistakes are not treated as violations of the Code.

When determining appropriate disciplinary action, due consideration will be given to the degree of negligence and deliberate nature of the violation as well as to the circumstances of the misconduct. Purposeful violation of the Code of Ethics constitutes serious misconduct. The Chief of Police reserves the right to impose discipline up to and including discharge from the Bureau for deliberate breaches of the Code of Ethics.

The Pittsburgh Bureau of Police hereby established our **Code of Ethics**, comprising our **Vision Statement, Mission Statement, Core Values** and **Guiding Principles**:

The **Code of Ethics** establishes our core ideology, consistent with the highest ethical standards of policing.

Our **Vision Statement** describes what we, as an organization, seek to achieve.

Our **Mission Statement** describes what we exist to do.

Our **Core Values** and **Guiding Principles** shape our conduct, both on and off duty.

Our **Manual of Procedural Orders** exists to guide our performance for situations most likely to be encountered in the course of our duties.

William Donovan
- 1877 -
Chief of Police

Samuel
- 1877 -
Chief of Police

John McTigue
- 1903 -
Superintendent
of Police

John C. Carlson
- 1922 -
Superintendent
of Police

Bernard Marshall
- 1934 -
Superintendent
of Police

Robert Gill



LAW ENFORCEMENT CODE OF ETHICS

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all 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 both in 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 ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence, and never accepting gratuities.

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 such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

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.

I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession... law enforcement.



MISSION AND VISION



Vision Statement

Through our commitment to professional service to all, the Bureau of Police is a source of pride for our City and a benchmark for policing excellence.

Mission Statement

We, the Pittsburgh Police, stand ready to:

Protect human life;

Serve without reservation or favor;

Stand as partners with all;

Help all communities live free from fear.



CORE VALUES



HONOR: We are men and women of principle; we are driven to pursue the hard right versus the easy wrong.

- a.** Our most fundamental duty is the preservation of human life, a heavy responsibility we bear proudly.
- b.** All members are accountable for upholding the highest level of ethical conduct and professional competency and service.
- c.** All members are deeply committed to service; we represent our profession, our families and our communities.
- d.** Members shall not misuse their official position or membership in the Pittsburgh Bureau of Police to unnecessarily interfere with the personal affairs or professional responsibilities of any person or agency.
- e.** We recognize that police exist as part of a larger social system. Every unit within the Bureau exists to serve the greater good. We will cooperate with other agencies and citizens to ensure public safety, improve the quality of urban life, protect those who cannot protect themselves, and enforce the law.

INTEGRITY: Integrity reflects our values in action. Our actions reflect the Law Enforcement Code of Ethics; we do the right thing without exception, so that our behavior inspires and sustains the confidence of our community.

- a.** Honesty and truthfulness are fundamental to the policing profession. Integrity exists only when our actions are consistent with stated values. It is our duty to earn public trust through consistent words and actions, and honesty in word and deed.
- b.** All Bureau members shall be forthright and candid, verbally and in writing, in connection with any administrative inquiry or report.

- c.** Bureau members will be thorough, honest and accurate with respect to all relevant facts and information pertaining to any criminal or civil investigation, report or inquiry. No bureau member shall knowingly, or with reckless disregard for the truth, sign or make any false official statement.
- d.** Whether on or off duty, members shall not behave in any way to bring discredit upon the Bureau or create the appearance of impropriety or corrupt behavior.
- e.** Because the ability to provide credible testimony in court is an essential function of a police officer, a sustained violation for Untruthfulness shall be grounds for termination from Bureau service.
- f.** Whatever a police officer sees, hears or learns about that is of a confidential nature will be kept secret unless the performance of duty or legal provision requires otherwise.
- g.** Bureau members shall not make known to any person, whether or not a member of the Bureau, any special memo or order they may receive, unless required by the nature of the order or granted permission.

COURAGE: In valor there is hope. We are undaunted by the challenges before us, resolute in our commitment.

- a.** We place the safety of others before our own and accept our moral responsibility to take action against injustice and wrongdoing. Police members are expected to take prudent risks on behalf of the public.
- b.** Police members are required to discharge their duties with composure and determination and, in times of danger or adversity, shall act together in the restoration of peace and order.
- c.** Members are mandated to report misconduct. Failure to intervene and report when a violation of the Code of Ethics occurs shall be basis for discipline as serious as that faced by the member who committed said violation.
- d.** Members will not be punished, but will rather be protected and supported, for reporting a violation of the Code of Ethics, unless the report is shown to be malicious or ill founded.

RESPECT: We respect the dignity and worth of all, and treat citizens and colleagues alike with dignity and respect.

- a.** We hold life in the highest regard, and are fair and impartial in the performance of our duties.
- b.** Bureau members shall treat the public and each other with courtesy and professionalism.
- c.** Members shall act with fairness, self-control, tolerance and impartiality when carrying out their duties. To the extent possible, we shall be civil and patient with others. We recognize that profanity and insolent language or actions undermine the public's confidence in our professionalism.
- d.** Members shall promptly obey any proper or lawful order from any officer of higher rank. Any improper or unlawful order should be reported to a supervisor of higher rank.
- e.** A conflicting order shall be brought to the attention of the member giving the order. If this member does not change the order, the order will stand, and this member shall bear full responsibility.

COMPASSION: Ours is a profession of service. Our compassion binds us to the communities we serve, and inspires us to help others and promote justice.

- a.** Members recognize that our role is to secure justice and peace. To succeed in this effort, we strive to understand situations from the perspectives of others. Gaining such perspective requires careful listening and empathy.
- b.** We strive to engage in police actions most likely to serve justice, and avoid actions that, while lawful, cause unnecessary harm to others.

u of Police s, Past & Present



Robert Hayer
- 1857 -
Chief of Police

James McCaslin
- 1875 -
Chief of Police

W. H. Hartzell
- 1876 -
Chief of Police

John Dismore
- 1877 -
Chief of Police

G. J. Brown
- 1884 -
Chief of Police

John W. ...
- 1901 -
Superintendent of Police

A. S. ...
- 1903 -
Superintendent of Police

GUIDING PRINCIPLES

A. W. ...
- 1896 -
Superintendent of Police

John W. ...
- 1902 -
Superintendent of Police

John W. ...
- 1903 -
Superintendent of Police

R. J. ...
- 1918 -
Superintendent of Police

T. P. ...
- 1921 -
Superintendent of Police

John C. ...
- 1922 -
Superintendent of Police

Fritz ...
- 1926 -
Superintendent of Police

Franklin M. ...
- 1933 -
Superintendent of Police

Bonham Marshall
- 1934 -
Superintendent of Police

Robert ...
- 1975 -
Superintendent of Police

Robert Call
- 1975 -
Superintendent of Police



LEADERSHIP: All members are leaders.

We understand leadership as the process of influencing human behavior to achieve organizational goals that serve the public while developing individuals, teams and the organization for future service.

We accept our responsibility as leaders, both within the community and among our peers. All are responsible for the performance, reputation and morale of the Bureau.

- a.** We will work together and set an example that embodies honor, courage, integrity, respect and compassion.
- b.** Leadership is a responsibility, not a position. The only privilege of rank is increased responsibility.
- c.** Personal failure to intervene to prevent or stop misconduct, when there is an opportunity to do so, demonstrates not only a lack of courage, but also a failure of leadership.
- d.** Supervisors are role models for delivering truly professional, impartial and effective police service. Supervisors must put the Bureau's mission first, in both word and action, and do nothing to interfere with its success.
- e.** Supervisors shall ensure that the individuals for whom they are responsible are supported, guided on the professional performance of their duties, and encouraged to further their professional development. Supervisors have a particular responsibility to secure, promote, improve and maintain professional standards and integrity through the provision of advice and guidance. Supervisors also have an obligation to commend exemplary behavior, correct substandard behavior, and discipline inappropriate and unacceptable behavior.

PROFESSIONALISM: To realize our Vision, we are deeply committed to professional excellence. Every member is responsible for performing to high professional standards; promoted leaders are further responsible for the professional growth of their direct reports.

- a.** We are committed to incorporating the research-based best practices of our profession into our work processes, and have the courage to change when we identify an opportunity to improve performance.
- b.** We strive to be a Learning Organization, committed to continually examining our performance and looking for opportunities for improvement. Those opportunities for learning will be shared throughout the Bureau.
- c.** We are deeply committed to the continuing training and education of all of our members. *Training* narrows options for error. It is the vehicle for ensuring our ability to perform to the highest standards of the policing profession. *Education* expands options for innovation. It expands our understanding of the complexities of human behavior, technologies impacting our work, and other issues impacting the quality of life in our neighborhoods.
- d.** We are committed to using data to drive operational and internal decision-making and to measure organizational performance.

TRANSPARENCY: Policing requires the careful balancing of privacy interests, including the importance of investigative secrecy, with the legitimate needs of people to know how government works. Trust and confidence is earned through openness and transparency. When there is no overriding privacy interest or investigative concern involved, we shall strive for transparency of process.

- a.** The public has a right to know what and how well their police do. We shall be transparent with organizational performance data whenever possible. We will use publication of our performance data as the vehicle for showing the high quality of our performance, as well as challenge ourselves to perform at higher levels.
- b.** Likewise, members deserve to understand how decisions are made within the Bureau. Whenever possible, we will work collaboratively and share information with labor unions. Where information cannot be shared, we will explain the reasons for non-disclosure.

RESTRAINT: We will demonstrate self-discipline, even when no one is listening or watching, and use the minimum force and authority necessary to accomplish a proper police purpose.

- a. Police members shall exercise restraint in the use of force and act in proportion to the seriousness of the offense and the legitimate law enforcement objective to be achieved.
- b. Members shall not subject any person to torture or cruel, inhumane or degrading treatment or punishment. No circumstances whatsoever may be invoked as a justification for such behavior.

CONSTITUTIONAL RIGHTS: In a free and democratic society, police are responsible for securing the constitutional rights of all persons.

- a. The Bureau will enforce relevant federal, state and local statutes, in a fair and unbiased manner, consistent with Police Bureau General Orders. An officer who lawfully acts in this capacity is within the scope of his/her authority.
- b. When an officer exceeds authority by unreasonable conduct, he/she violates the sanctity of the laws sworn to uphold.
- c. Members shall preserve the first amendment free speech of all people. Free speech rights shall not be infringed upon unless the expression of such speech threatens the security of property or the physical safety of those present.
- d. Members of the public, including the media, have a right to record officers in public places, as long as their actions do not interfere with the officer's duties or the safety of officers or others. Officers should assume that they are being recorded at all times.





CITY OF PITTSBURGH BUREAU OF POLICE

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