

**POLICY PE-005****Code of Conduct**

Policy Number:	PE-005	Date Approved:	April 6, 2010
Title of Policy:	Code of Conduct	Council Res. Number:	124-10
Prepared By:	Community & Protective Services	Effective Date:	April 6, 2010
References:	Alberta Solicitor General and Public Security Program, Alberta Peace Officer Act, Enforcement Services Standard Operating Procedures	Previous Revision Date:	February 2, 1995

PURPOSE

To provide a standard for the professional and ethical conduct of Parkland County Peace Officers and Bylaw Enforcement Officers.

POLICY STATEMENT

Appropriate conduct is expected of Parkland County Peace Officers and Bylaw Enforcement Officers to demonstrate professionalism and disciplined behavior in performing their duties, therefore, it is important for Parkland County Peace Officers and Bylaw Enforcement officers to understand what type of actions (or lack of) are deemed to be misconducts, subject to disciplinary actions.

STANDARDS

A Peace Officer commits a misconduct if he or she engages in any of the following:

1. Charged or arrested under any act of Parliament of Canada or the legislation of the Province of Alberta (except minor traffic).
2. Discreditable Conduct:
 - a. Acting in a disorderly or inappropriate manner, or in a manner prejudicial to discipline or likely to bring discredit upon the reputation of law enforcement;
 - b. Differentially applying the law or exercising his authority on the basis of race, color, religion, sex, physical disability, marital status, age, ancestry or place of origin;
 - c. Withholding or suppressing a complaint or report against a Peace Officer;
 - d. Abetting, conniving or knowingly being an accessory to a misconduct as described in these regulations; or
 - e. Contravening any provision of the Peace Officer Act or the regulations made pursuant to that Act.
3. Neglect of duty, without lawful excuse, neglecting or omitting, promptly and diligently, to perform his or her duty as a Peace Officer.

4. Deceit:
 - a. Willfully or negligently making or signing a false, misleading or inaccurate statement or entry; or
 - b. Without lawful excuse destroying, mutilating or concealing an official document or record or altering or erasing an entry therein.
5. Breach of confidence, divulging any matter which it is his or her duty to keep secret.
6. Corrupt Practice:
 - a. Failing to account for or to make a prompt, true return of money or property received in an official capacity;
 - b. Directly or indirectly soliciting or receiving a gratuity, present, pass, subscription or testimonial without the consent of the employer;
 - c. Placing himself under a pecuniary or other obligation to a person in respect of whose conduct or business operation or employment the Peace Officer may likely have to report or give evidence; or
 - d. Improperly using his position as a peace officer for private advantage.
7. Unlawful or unnecessary exercise of authority.
8. Consume liquor or drugs in a manner prejudicial to the performance of duty.
9. Applying force beyond that necessary to achieve appropriate control of a situation.
10. Improper use or possession of firearms, other than weapons or restraining devices:
 - a. Without proper authorization carrying when on duty any firearm or other weapon other than that approved by the Solicitor General and issued by the employer;
 - b. Having discharged a firearm when on duty, other than when on firearms training exercise, but including accidentally at any time, failing to report such incident to his senior officer or employer as soon as practicable thereafter; and/or
 - c. Failing to exercise discretion and restraint in the use and care of firearms, other weapons or restraint devices.

SCOPE

This policy applies to Community and Protective Services - Peace Officers and Bylaw Enforcement Officers.

MANAGEMENT RESPONSIBILITIES

The Manager Community and Protective Services, the Supervisor of Enforcement Services, and the Supervisor of Bylaw Services are responsible for the development, approval, implementation, monitoring and evaluating of this policy.