



Fitchburg State University Police Department

Subject: CODE OF ETHICS	
Reference: IALCEA: 2.1.3, 2.1.4 MPAC: 1.1.2	
Effective Date: April 21, 2019	Review Date: October 28, 2021
By Order of: Michael J. Cloutier, Chief of Police	

General Order

2.1.3

PURPOSE:

To establish the fundamental principles which will guide the members of the Fitchburg State University Police Department in a common professional code of conduct.

POLICY:

All members of the Fitchburg State University Police Department will abide by the Codes of Ethics below. All members of the Fitchburg State University Police Department will receive entry-level and annual ethics refresher training, appropriate to their job function, including affirming the sanctity of human life and the duty to intervene.

CODE OF ETHICS (sworn officers)

As a member of the Fitchburg State University Police Department my fundamental duty is to serve the public; 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 people to liberty, equality, and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule, develop self-restraint; and be constantly mindful of the welfare and concerns of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land, the regulations of the University, and the Policies and Procedures of the Fitchburg State University Police Department. I will not reveal whatever I see or hear of a confidential nature in the performance of my duties.

I will never act officiously or permit my personal feeling, prejudices, animosities, or friendships to influence my decisions or actions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the laws and the Policies and Procedures of Fitchburg State University 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 and/or position within the department 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 the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession.

Non-Sworn Personnel Code of Ethics

Non-sworn personnel will follow the Code of Ethics below:

Non-sworn personnel must be honest and ethical in their conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships. They must comply with the applicable state and local laws, including but not limited to M.G.L. Ch. 268a and the Policies and Procedures of this department and the University. Employees shall maintain the confidentiality of information entrusted to them by the Fitchburg State University Police Department except when authorized to or otherwise legally obligated to disclose information.

Employees will deal fairly and honestly with the public, community members, vendors, and guests. They will provide information that is accurate, completely objective, relevant, and timely. Employees will promote ethical behavior among their peers and report a violation of the Code of Ethics to their immediate supervisor. If the supervisor is the person you believe to be in violation, you will report the violation to the next highest level of command.

Duty to Intervene

All members of the Fitchburg State University Police Department have a duty to intervene, stop, or attempt to stop, another member of the department when they witness abuse of power, excessive force, sexual harassment, and other behaviors as specified by the department that may violate this department's General Order or local, state or federal laws; or may run contrast to the sanctity of human life

Examples of when a duty to intervene may be required include excessive force, theft, fraud, sexual misconduct, harassment, falsifying documents, and other inappropriate behavior as determined by the agency.

All employees benefit when potential misconduct is not perpetrated or when a potential mistake is not made. Preventing misconduct preserves job security and the integrity of all employees and the department.

All Department members shall:

- Ensure that medical attention has been rendered if aid is required by any individual;
- Take a preventive approach, whenever possible if observing behavior that suggests another member is about to engage in unethical or inappropriate behavior;
- Take an active approach to intervene to stop an unethical behavior or misconduct when such conduct is being committed by another member;

Members of the Fitchburg State University Police Department may verbally or physically intervene in such situations.

Members of the Fitchburg State University Police Department shall document an incident when a physical intervention was performed; immediately notify a supervisor after conducting any

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type of intervention, when safe to do so; and may be subject to disciplinary action, civil liability, and/or criminal prosecution should they fail to intervene.

Approval:



Chief of Police

10/28/21
Date