

P O L I C Y



Department ENFORCEMENT	Policy No. EN(4)	Page 1 of 4
Policy Title CODE OF CONDUCT	Date June 27, 2013	Resolution No. C/420/13

Policy Statement:

As an authorized employer, Lacombe County recognizes the responsibility to adopt a Code of Conduct to ensure the integrity of the Community Peace Officer Program and to establish common standards in accordance with the *Peace Officer (Ministerial) Regulations*.

Guidelines/Procedure:

In carrying out official duties, Community Peace Officers shall comply with:

1. The terms and conditions of the authorization granted to Lacombe County to employ ~~ee~~ Community Peace Officers,
2. The terms and conditions of the Peace Officer's appointment, and
3. This Code of Conduct.

Performance of Duties

Community Peace Officers act as an official representative of Lacombe County and shall perform all duties without favor, ~~or~~ affection, or ill will and without regard to race, colour, ancestry, place of origin, religious beliefs, gender, physical disability, mental disability, marital status, family status, source of income, sexual orientation, political belief, or aspiration. All citizens must be treated equally with courtesy, ~~consideration~~ consideration, and dignity. Officers shall promptly and diligently perform the peace officers' duties and ~~responsibilities~~ responsibilities.

Officers will never allow personal feelings, ~~animosities~~ animosities, or friendships to influence official conduct. Laws will be enforced appropriately and courteously and, in carrying out their responsibilities, officers will strive to obtain maximum cooperation from the public. They will conduct themselves in such a manner as to inspire confidence and respect for the position of public trust they hold.

Discretion

Community Peace Officers will use discretion when exercising the authority conferred upon them by their appointments. The principle of reasonableness will guide the officer's determinations, and the officer will consider all surrounding circumstances in determining what action shall be taken.

The wise use of discretion will do much to preserve good relationships and retain the confidence of the public. It is important to remember that a timely word of advice rather than enforcement can be a more effective means of achieving a desired outcome.

Policy Title CODE OF CONDUCT	Policy No. EN(4)	Page 2 of 4
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Use of Force

Community Peace Officers will never use unnecessary force or violence and will use only such force in discharging of duty as is reasonable in all circumstances. The use of force should be used only with the greatest restraint and only after discussion, negotiation and persuasion has been found to be inappropriate or ineffective. While the use of force is occasionally unavoidable, Community Peace Officers will refrain from unnecessary infliction of pain or suffering and will never engage in cruel degrading or inhumane treatment of any person.

Integrity

Community Peace Officers will not:

1. engage in acts of corruption or ~~bribery~~bribery.
2. make or sign false, misleading, or inaccurate ~~statements~~statements.
3. use the Peace Officer's position for the Peace Officer's own advantage or another person's advantage.
4. engage in activities that may or will result in a conflict of interest or an apprehension of or lack of integrity in the Office of Peace Officer
5. act in a way that will be harmful to the discipline of Peace Officers or that is likely to discredit the Office of Peace Officer
6. suppress information, complaints or reports about any other Peace ~~Officer~~Officer.
7. exercise the Peace Officer's authority when it is unnecessary to do ~~seso~~seso.

Officers will not condone such acts or activities by other Community Peace Officers.

Money or other property that a Community Peace Officer receives in the capacity of their position must be properly accounted for or returned.

The public demands that the integrity of Community Peace Officers be above reproach. Officers must therefore avoid any disorderly or inappropriate conduct that might compromise integrity and thus undercut the public confidence in Lacombe County and the Community Peace Officers. Officers will refuse to accept any gifts, presents, subscriptions, favors, gratuities or promises that could be interpreted as seeking to cause the officer to refrain from performing official responsibilities honestly and within the law.

Protection and Privacy of Information

Community Peace Officers shall respect confidentiality and ensure that information obtained by a peace officer is kept confidential unless the performance of duty or legal provision require otherwise.

The destruction, mutilation, or concealing of information, record, or property, without lawful excuse is prohibited. Officers shall not ~~alter, or alter or~~ erase an entry in a record without lawful excuse.

Policy Title CODE OF CONDUCT	Policy No. EN(4)	Page 3 of 4
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Cooperation

Community Peace Officers will cooperate with all legally authorized agencies and their representatives in the pursuit of law enforcement. It is imperative that an officer assist colleagues fully and completely while with respect and consideration at all times always treating them with respect and consideration.

When assisting other agencies or working on joint initiatives outside of Lacombe County or of other jurisdictions approved on their appointments, Community Peace Officers shall obtain the prior approval of Lacombe County and the Director of Law Enforcement of the Public Security Division.

Professional Development

Community Peace Officers are responsible for their own standard of professional performance and will take every reasonable opportunity to enhance and improve their level of knowledge and competence.

Personal Behavior

Community Peace Officers must behave in a manner that does not bring discredit to Lacombe County or themselves. An officer's character and conduct while off duty must be exemplary, thus maintaining a position of respect in the community in which they live.

Prohibited Activities

Community Peace Officers employed by Lacombe County are prohibited from:

1. consuming alcohol while on duty, except in the performance of the peace officer's duties.
2. consuming controlled drugs and controlled substances under the *Controlled Drugs and Substances Act* (Canada).
3. possessing controlled drugs and controlled substances, the possession of which is prohibited by law, except in the performance of the Peace Officer's duties.

Approved: December 13, 2007

Revised: June 27, 2013

Revised: March 25, 2021

P O L I C Y

Policy Title CODE OF CONDUCT	Policy No. EN(4)	Page 4 of 4
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