

POLICY #1-1



OATH OF OFFICE

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Issuing Authority: Richard Fuller

Accreditation Standards: 1.1.1; 1.1.2; 12.2.1

GENERAL CONSIDERATIONS

The taking of an Oath of Office and abiding by a code or canon of ethics is a universal practice in law enforcement. Generally, the oath includes elements that satisfy state and local requirements as well as statements by the oath-taker pledging to uphold the Constitution of the United States.

POLICY

All personnel, prior to assuming sworn status or upon receiving a promotion in rank, shall appear before the Town Clerk to be sworn in and take the Oath of Office outlined below. Once sworn in, a signed copy of the Oath of Office shall be included in the officer's Personnel file. Each officer will also be required to accept the responsibility of giving a full-faith effort to achieve the Department's *Mission* and to publicly register a commitment to the concepts of quality service contained therein. [1.1.1]

Ethics training shall be conducted for all personnel biennially at a minimum. [1.1.2]

All personnel, upon returning to service after a suspension from duty shall be re-issued the Oath of Office and Code of Ethics and sign reaffirming their commitment to quality policing and ethical police service.

All sworn officers of the Weymouth Police Department shall abide by the following oath of office, mission statement, and code of ethics which have been adopted by this Department. All non-sworn employees will abide by the code of ethics for civilian employees. [1.1.2]

PROCEDURES

1. Oath of Office

"I, _____ do solemnly swear that I will faithfully and impartially discharge the duties incumbent on me, as a _____ for the Town of Weymouth, according to the best of my ability and understanding, agreeably to the rules and regulations of the Constitution and the laws of the

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Commonwealth and under rules, regulations and ordinances made under the authority thereof, so help me God.”

By offering this oath of office and requiring a signature, no written or implied contract for employment or continued employment is being offered by the Town of Weymouth. For any reason that an employee is found to be incapable, unqualified or unfit for employment or continued employment, or the employee's best efforts to comply with required obligations, responsibilities, duties and task performances associated with this oath are unsatisfactory, that employee is subject to removal. [1.1.1]

2. Vision Statement - We are a source of pride for the citizens of Weymouth, admired among law enforcement agencies, recognized for our professionalism, integrity and service to our community.
3. Mission Statement [12.2.1]

Understanding that the primary mission of this department is to protect the lives and property of our citizens, we continue to accomplish this goal with a balanced traditional approach to policing coupled with proactive efforts to prevent crime. Our department remains open to public scrutiny and accountable for our actions. Our officers have a sense of community involvement with many officers involved in several diverse organizations throughout the town. This community involvement provides a variety of information that allows officers to make sensitive and appropriate decisions on issues of mutual importance.

4. Core Values [12.2.1]

4.1. We are the Weymouth Police Department. We take PRIDE in serving our community. The members of the Weymouth Police Department are committed to:

4.1.1. Professionalism – Taking pride in our actions, duties, development, and appearance.

4.1.2. Respect – Demonstrating appreciation for human dignity, diversity and individual rights while holding reverence for human life above all else.

4.1.3. Integrity – Adhering to moral and ethical principles at all times.

4.1.4. Discipline – Exhibiting proper conduct and self-control in the face of adversity through commitment to training and organizational standards.

4.1.5. Excellence – Striving to achieve the highest levels of professional performance.

5. Code of Ethics – Sworn Officers [1.1.2]

As a Law Enforcement Officer, my fundamental duty is to mankind; 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 man to liberty, equality and justice.

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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 of others. Honest in thought and deed in my personal and official life, I will be exemplary in obeying the laws of the land 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, 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 the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession ... Law Enforcement.

6. Code of Ethics – Civilian Employees [1.1.2]

As a police department employee, my fundamental duty is to serve the public, and to respect the Constitutional rights of all man to liberty, equality and justice.

I will keep my private life unsullied as an example to all. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or what is confided in me in my official capacity will be kept private unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. I will never accept gratuities.

I recognize my employment within the police department is 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 department. I will constantly strive to achieve those objectives and ideals, dedicating myself to my profession within this law enforcement agency.

Richard M. Fuller, Jr.
Chief of Police