
	BRANDEIS UNIVERSITY POLICE DEPARTMENT OATH OF OFFICE, CODE OF ETHICS, VALUES	
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Accreditation Standards (6th Edition) <ul style="list-style-type: none"> • New 11.1.0, 26.0.1, 26.0.2 • Revised • Amended 		

I. PURPOSE

The taking of an oath of office and abiding by a code or cannon of ethics is a universal practice in law enforcement. The oath includes elements to satisfy local and state requirements as well as the need to uphold the Constitution of the United States.

II. POLICY

All personnel, prior to assuming sworn status or upon receiving a promotion in rank, shall appear before the Chief of the Brandeis University Police Department to be sworn-in and take the oath of office outlined below. Prior to assuming sworn status, 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 for the achievement of the department's mission statement and publicly register his/her commitment to it and to the concepts of quality service. All sworn-officers of the Brandeis University Police Department shall abide by the following oath of office and code of ethics. All civilian employees shall abide by the civilian code of ethics. Ethics training will be provided to all employees on a biennial basis. **[26.0.1 (1)], [26.0.2 (2,3)]**

III. Oath of Office **[26.0.1]**

The Oath of Office shall be administered by Chief Matthew T. Rushton, _____ at Brandeis University. A signed and notarized copy of this oath will be placed in the officers permanent record. See Department Policy 1.4.5: Sworn Officer, Oath of Office Signature Form.

Sworn Officer, Oath of Office

I, _____ do solemnly swear that I will faithfully and impartially discharge and perform all the duties incumbent upon me as a Police Officer for Brandeis University, in Waltham Massachusetts. I will bear true faith and allegiance to and will uphold and defend the Constitution of the United States of America and the Constitution of the Commonwealth of Massachusetts. I will obey and be bound by such rules and regulations as are now or may be established by Brandeis University and its Police Department.

I, _____ so solemnly swear that I will never betray my badge, my integrity, my character, or the public trust. I will always have the courage to hold myself and others accountable for our actions. I will uphold the Constitution, my community, and the Brandeis University Police Department, so help me, God. I, _____, hereby accept the position of POLICE OFFICER for Brandeis University.

If a member is opposed to taking an oath, he/she shall be permitted to substitute the word "affirm" for the word "swear," and the words "so help me God" may be omitted.

Officer Signature: _____ **Date:** _____

Chief of Police:  **Date:** _____

Notary: _____ **Date:** _____

IV. CODE OF ETHICS

Code of Sworn

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 people to liberty, equality, and justice.

I will strive to keep my private life untarnished 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 confidential unless revelation is necessary in the performance of my duty, or until it is no longer relevant.

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, b e i n g dedicating myself, my Department and the Brandeis University community. [26.0.2 (1.A)]

Civilian Code of Non-Sworn

As a Brandeis University police department employee, my fundamental duty is to serve the community, and to respect the constitutional rights of all people to liberty, equality, and justice.

I will strive to keep my private life untarnished 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, or until it is no longer relevant.

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 with the Brandeis University 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 this department. I will constantly strive to achieve those objectives and ideals, dedicating myself to my profession within this agency. [26.0.2 (1.B)]

V. CANONS OF POLICE ETHICS

Article 1 – Primary Responsibility

The primary responsibility of the police service and of the individual officer is the protection of the people of the United States by upholding their laws; chief among these is the Constitution of the United States and its amendments. Brandeis University police officers always represent the entire community and its legally expressed will and are never the arm of a political party or clique.

Article 2 – Limitations of Authority

The first duty of Brandeis University police officers, as upholders of the law, is to know the restraints placed upon them in enforcing it. Because they represent the legal will of the community, be it local, state or federal, they must be aware of the limitations and prescriptions which the people, through law, have placed upon them. They must recognize the genius of the American system of government which gives no man, group of people or institution, absolute power. Brandeis University police officers must ensure that, as a prime defender of the system, they do not pervert its character.

Article 3 – Duty to be Familiar with the Law and with Responsibilities of Self and other Public Officials

The Brandeis University police officers shall assiduously apply themselves to the study of the principles of the laws which they are sworn to uphold. They will make certain of their responsibilities seeking aid from their superiors in matters of principle when these are not clear; they will make a special effort to fully understand their relationship to other public officials, including other law enforcement agencies, particularly on matters of geographic and substantive jurisdiction.

Article 4 – Use of Proper Means to Gain Proper Ends

Brandeis University police officers shall be mindful of their responsibility to pay strict heed in discharging the duties of their office. Violations of law or disregard for public safety and property on the part of officers are intrinsically wrong; they are self-defeating in that they instill a like disposition in the public mind. The employment of illegal means, no matter how worthy the end, is certain to encourage disrespect for the law and its officers. If the law is to be honored, it must first be honored by those who enforce it.

Article 5 – Cooperation with Public Officials in the Discharge of their Authorized Duties

Brandeis University Police officers shall cooperate fully with other public officials in the discharge of authorized duties, regardless of party affiliation or personal prejudice. They shall be meticulous in assuring themselves of the propriety, under the law, of such actions and shall guard against the use of their office, whenever knowingly or unknowingly, in any improper or illegal action. In any situation open to question, they shall seek authority from their superior officers, giving them a full report of the proposed service or action.

Article 6 – Private Conduct

Brandeis University police officers shall be mindful of their special identification by the public as upholders of the law. Laxity of conduct or manner in private life, expressing either disrespect for the law or seeking to gain special privilege cannot but reflect upon police officers and the police service. The community and service require that law enforcement officers lead the life of decent and honorable persons. Following the career of police officers gives no person special prerequisites. It does give the satisfaction and pride of following and furthering an unbroken tradition of safeguarding the American Republic. Officers who reflect upon this tradition will not degrade it. Rather, they will conduct their private life so that the public will regard them as examples of stability, fidelity, and morality.

Article 7 – Conduct Toward the Public

Brandeis University police officers, mindful of their responsibility to the entire community, shall deal with individuals in a manner calculated to instill respect for its laws and the police service. Law enforcement officers shall conduct their life in a manner that will inspire confidence and trust. Thus, they will be neither overbearing nor subservient, as no individual citizen has an obligation to stand in awe of them. Officers will give service where they can, and require compliance with the law, without prejudice, as duly appointed officers of the law.

Article 8 – Conduct in Arresting and Dealing with Violators of the Law

Brandeis University police officers shall use their powers of arrest strictly in accordance with the law and with due regard to the rights of the citizens concerned. Their office gives them no right to prosecute the violator, or to mete out punishment for the offense. They shall, at all times, have a clear appreciation of their responsibilities and limitations regarding detention of the violator, and conduct themselves in such a manner to minimize the possibility of having to use force. To this end, they shall cultivate a dedication to the service of the people and to the equitable upholding of their laws, whether in the handling of violators or in dealing with law-abiding citizens.

Article 9 – Gifts and Favors

Brandeis University police officers bear the heavy responsibility of maintaining the honor and integrity of all government institutions. Therefore, they shall guard against placing themselves in a position where a person can expect special consideration. Thus, officers shall be firm in refusing gifts, favors, gratuities, large or small, which can, in the public mind, be interpreted as capable of influencing their judgment in the discharge of their duties.

Article 10 – Presentation of Evidence

Brandeis University police officers shall be equally concerned about the prosecution of the wrongdoer and the defense of the innocent. They shall ascertain what constitutes evidence and shall present such evidence impartially and without malice. In doing so, they will ignore social, political, and cultural distinctions among the persons involved, strengthening the tradition of the reliability and integrity of the officer's word. Brandeis University police officers shall take special pains to increase their perception and skill of observation, mindful that in many situations, they will provide the only impartial testimony regarding the facts of the case.

Article 11 – Attitude toward Profession

Brandeis University Police officers shall regard the discharge of their duties as a public trust and recognize their responsibilities as a public servant. They shall appreciate the importance and responsibilities of their office and hold police work to be an honorable profession rendering valuable service to their community, state, and country.

VI. VALUES STATEMENT [11.1.0 (1)]

The core values of the Brandeis University Police Department are:

1. To make Brandeis University safe in ways that reflect our values and that fulfill the commitment to police Brandeis University without violating our legal, moral, and ethical principles
2. To treat every individual with civility, courtesy, sensitivity, and respect

3. To act with integrity
4. To provide quality in all that we do
5. To listen carefully and to act on what we hear
6. To respect stability and embrace change, keeping what works and changing what could work better
7. To value diversity
8. To discharge faithfully our role as guardians of the public trust
9. To act with this thought in mind: to the community members and visitors of Brandeis University.