



Jeffrey R. Gahler,
Sheriff

HARFORD COUNTY SHERIFF'S OFFICE PERSONNEL POLICY

Code of Ethics

Distribution:	All Employees	Index:	PER 0104
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DLI Program:	N/A	MD Code:	See References

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1. Purpose

To provide all employees with information about the Maryland Public Ethics Law and to provide a Code of Ethics that will be followed by all deputies.

2. Policy

All employees will abide by the Maryland Public Ethics Law and all deputies will abide by the Code of Ethics contained in this directive.

3. References

MD. CODE ANN., GENERAL PROVISIONS. § 5-506

International Association of Chiefs of Police, LAW ENFORCEMENT CODE OF ETHICS. October 16, 2001

Maryland State Ethics Commission

<http://ethics.maryland.gov/employeeofficials/>

4. Procedures

A. State Requirements

1. All state officials or employees are bound by the Maryland Public Ethics Law (MD. CODE ANN., GENERAL PROVISIONS. § 5-506).
2. Information about the Maryland Public Ethics Law may be found on the State Ethics Commission website.

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B. Background

1. The Office of the Sheriff has long stood for the safety and protection of the citizens it serves. The public, rightfully, can expect professional and courteous service. The image of the members of the Sheriff's Office present, both on and off duty, serves as a tool for the public to measure the level of professionalism of the Office. Therefore, it is incumbent upon all members of the Sheriff's Office to guard their actions cautiously and for all personnel to abide by the following Code of Ethics.
2. The Harford County Sheriff's Office has adopted a Law Enforcement Code of Ethics based on the International Association of Chiefs of Police model.
3. Its aim is to further true professionalism in law enforcement and it has as its basic objectives:
 - a. Elevating the standing of the profession in the public mind, and strengthening public confidence in law enforcement;
 - b. Encouraging law enforcement officers to fully appreciate the responsibilities of their office;
 - c. Developing and maintaining complete support and cooperation of the public in law enforcement;
 - d. Insuring the effectiveness of the HCSO by encouraging the complete cooperation of its members for their mutual benefit;
 - e. Striving for full coordination of effort in all official relationships with other governmental agencies; and
 - f. Considering police work to be an honorable profession and recognizing in it an opportunity to render a worthwhile service to society.

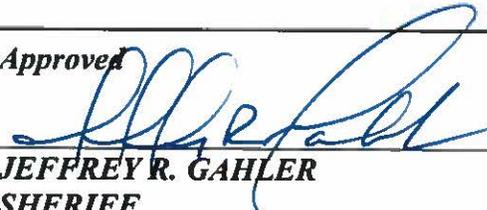
C. Code of Ethics

1. As a deputy, my fundamental duty is to serve 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 to liberty, equality and justice.
2. 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 both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of the HCSO. 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.
3. I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise with 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.
4. 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 police service. I will never engage in acts of corruption or

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bribery, nor will I condone such acts by other law enforcement officers. I will cooperate with all legally-authorized agencies and their representatives in the pursuit of justice.

5. I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge, my skills and expertise throughout my career; contribute to the collective wisdom of the profession; and actively encourage my associates to do likewise.
 6. I will act in the execution of my duties with integrity, dignity, and honor to merit the trust of the community and the profession, and apply honesty, skill, judgment, and initiative to contribute positively to the well-being of society.
 7. I will treat people with dignity, good faith and equity; without discrimination; and have consideration for the values and cultural sensitivities of all groups within the community affected by my work.
 8. I will follow recognized professional practice, and provide services and advice carefully and diligently only within my areas of competence.
 9. I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession as a Deputy with the Harford County Sheriff's Office.
- D. The Commander of the Training Academy will ensure that all employees receive biennial ethics training.

Approved


JEFFREY R. GAHLER
SHERIFF

DATE 8.26.16