



East Norriton Township Police Department

GENERAL ORDER 1.8.1

CODE OF CONDUCT

Subject:

Disciplinary Procedures

Issued Date:

March 23, 2011

Effective Date:

March 23, 2011

Revised Date:

April 22, 2016

PLEAC STANDARD Reference

1.8.1

Index Words

Code of Conduct

1.8.1 Code of Conduct

- A. A "Code of Conduct", adopted by Resolution by the Township of East Norriton Board of Supervisors, shall govern the behavior of all members of the East Norriton Township Police Department.

1. **INSUBORDINATION**

- a. Officers shall promptly obey any lawful orders of a superior officer. This will include orders relayed from a superior officer by an officer of the same or lesser rank.
- b. Officers shall not be oppressive or use any tyrannical conduct toward an officer of inferior or superior rank.
- c. Officers shall not use obscene, abusive or insulting language to any member of the Department.
- d. Officers shall not willfully or negligently make any false complaint or statement against any member of the Department.
- e. Officers shall not threaten or assault any member of the Department or withhold information that should be reported.

No police personnel shall harass or threaten any Township employee, to include threats of physical harm or damages to property.

2. **DISOBEDIENCE TO LAWFUL ORDERS**

- a. Officers shall not omit, disobey or neglect to carry out any order, written or otherwise, without good and sufficient cause.

3. **NEGLECT OF DUTY**

Neglect of Duty is any action or inaction that disrupts or impedes proper Law Enforcement Procedures, causes damage to property, injury to any person or any action that has the potential

to cause any of the above

- a. Officers shall diligently carry out anything that is his/her duty as a member of the Department.
- b. Officers shall not sit idle or gossip while on duty.
- c. Officers shall not fail to work his/her zone in accordance with orders.
- d. Officers shall not leave his/her zone or other place of duty, without permission or sufficient cause from the Sergeant or OIC.
- e. Officers shall not allow prisoners to escape by means of neglect or carelessness on the officer's part,
- f. Officers shall report any matter that is his/her duty to report.
- g. Officers shall not omit, or add falsely an entry on any official report or document used by this Department.

4. **UNSATISFACTORY PERFORMANCE, INEFFICIENCY AND NEGLECT**

- a. Officers shall maintain sufficient competency to properly perform their duties and assume the responsibilities of their positions. Officers shall perform their duties in a manner that will maintain the highest standards of efficiency in carrying out the functions and objective of the Department.
- b. Unsatisfactory performance may be demonstrated by a lack of knowledge of the application of laws required to be enforced; and unwillingness or inability to perform assigned tasks; the failure to conform to work standards established for the officer's rank, grade or position; the failure to take appropriate action on the occasion of a crime, disorder, or their condition deserving police attention, absence without leave, or failure to complete all reports and paperwork required by the Department.
- c. In addition to their indications of unsatisfactory performance, the following will be considered prima facie evidence of unsatisfactory performance: repeated poor evaluations or written record of repeated infractions of rules, regulation, directives or orders of the Department.
- d. Officers shall remain awake while on duty, and shall not sleep during an assigned tour.
- e. While on duty, every officer shall carry Department equipment that is necessary for his or her particular duty assignment. The Chief of Police may authorize exceptions for officers assigned to special duty or under cover assignments.

5. **COURTESY**

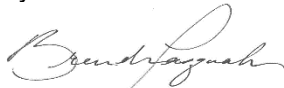
- a. Officers shall be courteous to the public. Officers shall be tactful in the performance of their duties, shall control their tempers, and exercise the utmost patience and discretion, and shall not engage in argumentative discussions even in the face of extreme provocation.

- b. In the performance of their duties, Officers shall not use coarse, violent, profane or insulting language or gestures, and shall not express any prejudice concerning race, religion, politics, national origin, physical disability, life style or similar personal characteristics.
- c. In the performance of their duties, Officers must maintain a neutral and detached attitude without indicating disinterest or that a matter is petty or insignificant, including verbiage used in radio transmissions.

6. **COOPERATION**

- a. Members of this Police Department shall cooperate fully with all employees of the Township of East Norriton in the performance of their official duties.
- b. Members shall be civil and respectful to officers of Superior Rank.

By order of:



Brandon Pasquale
Chief of Police