



## **Peterborough Police Services Board**

### **Ethical Framework Policy**

Adopted by the Peterborough Lakefield Police Services Board on November 18<sup>th</sup>, 2003 and by the Peterborough Police Services Board on October 20<sup>th</sup> 2014.

#### **1.0 Preamble**

The Ethical Framework was adopted by the Canadian Association of Police Services Boards on August 22, 2003.

This Ethical Framework highlights the responsibilities of Peterborough Police Services Board members to: the public, the Police Chief, police associations and the police organization as a whole; their professional partners; and themselves personally. The Ethical Framework identifies board members' responsibilities and ethical values that are based upon the ethical foundation of justice, rule of law, moral core, human dignity and democratic principles.

Decisions made by Peterborough Police Services Board (PPSB) members should be in keeping with the Ethical Framework.

#### **2.0 Ethical Foundation**

The ethical foundation of justice, rule of law, moral core, human dignity and democratic principles form the context for ethical decision making, which must guide our decisions.

##### **2.1 Justice**

Fairness, equity and impartiality in the application of the law.

## **2.2 Rule of Law**

Equality of access to the rights enshrined in the Constitution and the Charter of Rights and Freedoms.

## **2.3 Moral Core**

The moral imperative to act in a manner that is consistent with what is good, right and just.

## **2.4 Human Dignity**

Respect for human dignity and the rights of persons.

## **2.5 Democratic Principles**

- a) The balance of individual and personal freedoms with the concept of social order, civic responsibility and the general public good.
- b) Recognition of the legitimate authority of office-holders and the importance of maintaining the public trust.

## **3.0 Ethical Values**

The “rightness” of a decision can be judged on whether it is consistent with these ethical values:

- a) Empathy
- b) Courage
- c) Equity
- d) Integrity
- e) Honesty
- f) Respect
- g) Transparency
- h) Trustworthiness

## **4.0 Board Members Responsibilities**

The key relationships for police board members are with the public, their police chief and organization, their police associations, their professional partner, their fellow board members and themselves personally.

### **4.1 Public**

Responsibilities of PPSB members toward the people they serve and other public officials include:

- a) Actively advancing the public safety agenda
- b) Being a wise steward of public resources
- c) Ensuring the provision of competent and responsive services
- d) Respecting the legitimate authority of municipal Council and other public office holders
- e) Being accountable

#### **4.2 Police Chief, Associations and the Organization**

Responsibilities of the PPSB members toward their Chief of Police, police associations, employees of their police service and the police service as a corporate entity, include:

- a) Setting and focusing on the strategic priorities
- b) Fostering a healthy and safe work environment
- c) Promoting continuous learning and career development
- d) Fostering professionalism
- e) Maintaining accountability
- f) Setting the moral tone
- g) Respecting the legitimate roles of the Chief of Police and the Associations
- h) Promoting harmonious and collaborative labour relations

#### **4.3 Professional Partners**

Responsibilities of the PPSB members toward others in the policing profession, their fellow board members and other engaged in services related to the policing profession include:

- a) Building value-based relationships
- b) Sharing knowledge
- c) Upholding the public trust
- d) Being accountable
- e) Consulting effectively

#### **4.4 Personal**

Responsibilities of the PPSB members toward themselves include:

- a) Maintaining focus on the strategic direction
- b) Modeling leadership attributes
- c) Managing life-work balance
- d) Delivering on commitments
- e) Persevering
- f) Learning about their roles and responsibilities as a board member
- g) Developing themselves

- h) Maintaining self-discipline
- i) Avoiding conflicts of interest and the appearance of personal gain

## **5.0 Considerations for Ethical Decision-Making**

The following are issues for consideration and guidance in the decision-making process for board governors:

- a) Consistency with the law, existing codes of conduct, board policies and by-laws.
- b) Consistency with the PPSB Ethical Framework
- c) Identification of those potentially affected by the decision
- d) Identification of the probable consequences of the decision
- e) Assessment of the potential beneficial or detrimental impacts flowing from the decision, or the failure to make a decision
- f) Avoidance of any real or perceived conflicts of interest or perception of personal gain
- g) Ability to justify the decision in terms of public interest.

## **6.0 Administration**

6.1 That this Policy is hereby enacted by the Peterborough Police Services Board on this 20<sup>th</sup> day of October 2014 and shall take effect on the 1<sup>st</sup> day of January 2015.

6.2 That distribution of this Policy be unrestricted.

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Chair  
Peterborough Police Services Board

### **Additional References:**

Adopted by the Peterborough Police Services Board on October 14<sup>th</sup> 2014.

Evaluation Date: May 11<sup>th</sup>, 2010 (No changes)

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Revision Dates: March 15<sup>th</sup> 2016 Formatting only for Accessibility Standards