



## CONCORD POLICE DEPARTMENT

General Order # 04-01

Manual Code: 1.01

Section: **OPERATIONS**

Effective Date: 01/01/2004

Accreditation Standard Reference: 1.1.1 , 1.1.2, 1.2.1

Revised Date: 06/12/2020

Authorized Signature:

Pages: 3

### Mission Statement / Oath of Office / Code of Honor / Code of Honor

#### Purpose

The Mission Statement, Oath of Office Oath of Honor, and Code of Honor are universal affirmations of professional policing. The oaths include elements to satisfy requirements of the Commonwealth of Massachusetts and the Town of Concord, and affirm the pledge to uphold the Constitution of the United States.

#### Policy [1.1.1]

All personnel shall appear before the Town Clerk to be sworn in and take the Oath of Office as stated below. Once sworn, a signed copy of the Oath shall be placed in the officers' personnel file.

All officers shall commit themselves to the Department's "Mission Statement." The Department's "Mission Statement" shall be reissued every year along with the officer's annual performance review.

All sworn officers of the Concord Police Department shall abide by the following Mission Statement, Oath of Office, Oath of Honor and Code of Honor, which have been adopted by this department. The Oath of Honor and Code of Honor will be administered by the Chief of Police after the Oath of Office is pledged. They will be reaffirmed at Departmental ceremonies as determined by the Chief of Police.

#### Applicability

This policy applies to:

- All personnel prior to assuming sworn status;
- Upon receiving a promotion in rank, and
- Personnel returning to duty after a suspension

#### Legal Authority [1.2.1]

Sworn officers of The Concord Police Department derive their authority in accordance with Massachusetts General Laws, Chapter 41, Section 98, entitled "Powers and Duties".

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# Mission Statement / Oath of Office / Code of Honor / Code of Honor, Continued

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## Oath of Office [1.1.1]

“I,----- do solemnly swear that I support the Constitution of the United States of America, and the Constitution and laws of the Commonwealth of Massachusetts, the by-laws of the Town of Concord, and the Rules, Regulations and all lawful directives (written as well as unwritten) of the Concord Police Department, and that I faithfully discharge the duties of the office of -----, to which I have been appointed according to the law and the best of my ability.”

Notice: 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 Concord. 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.

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## Mission Statement

***“The primary mission of the Concord Police Department is to deliver exceptional service through community policing. Our fundamental duties are to safeguard lives and property while upholding the constitutional rights of all, guided by integrity, morality and treating all people with dignity and respect at all times.”***

This mission statement is the foundation upon which all operational decisions and organizational directives will be based. It is vital that all members understand, accept and align their performance with the mission statement.

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## Oath of Honor

***“On my Honor, I will never betray 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 always maintain the highest ethical standards and uphold the values of my community, and the agency I serve.”***

<https://www.theiacp.org/resources/the-oath-of-honor>

The Oath of Honor provides the police profession with a concise, powerful and universal oath by which police officers can affirm and periodically reaffirm their ethical values and beliefs. This concise oath summarizes police values in a simple statement.

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# Mission Statement / Oath of Office / Code of Honor / Code of Honor, Continued

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**Code of Honor**  
[1.1.2]

All Sworn Officers are required to abide by the following Code of Honor:

As a Police Officer, my fundamental duty is 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.

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 the Concord Police 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 pursuit of justice, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and I have a duty to intervene if witnessing unlawful behavior. I will never accept 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 never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

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 and competence. I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession....Policing.

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