

DUNCANVILLE POLICE DEPARTMENT CODE OF CONDUCT

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| SUBJECT: Scope | Chapter II |
| EFFECTIVE DATE: November 15, 2013 | APPROVED: |
| AMENDS/SUPERSEDES: General Order 120 ISSUED: January 1, 1980 | Robert D. Brown, Jr. Chief of Police |

I. OBJECTIVES

To establish the scope and effect of the Code of Conduct on personnel

II. RULES

- A. The provisions of the Code of Conduct shall be observed by all members of the Department in order to maintain the confidence, respect, and support of the public.
- B. Violations of the Code of Conduct, the City of Duncanville Personnel Rules, Administrative Directives, the Civil Service Commission Rules and Regulations, the Charter of the City of Duncanville, the Ordinances of the City of Duncanville, and/or laws of the State of Texas or the United States, and departmental regulations shall subject the offender to disciplinary action which may take the form of a verbal or written reprimand, reduction in rank, grade, suspension or discharge from employment. Action taken will depend on the degree of severity of the offense, the record of the offender, and the seriousness of the consequences of the violation.
- C. Disciplinary action under the Code of Conduct will be in accordance with the Civil Service Commission Rules and Regulations, and such actions against non-sworn employees will also be in accordance with the City of Duncanville Personnel Rules. All disciplinary actions will be based on preponderance of the evidence and just cause.
- D. Employees are required to establish and maintain a working knowledge of this Code of Conduct, of all laws and ordinances in force in the City of Duncanville, and the written rules and policies of the Department and divisions thereof. In the event of improper action or breach of discipline, it will be presumed that the employee was familiar with the law, rule, or policy in question.
- E. The failure to comply with the Code of Conduct, the General Orders, and all other orders, policies, and directives issued by proper authority will subject the offender to disciplinary actions as prescribed in Chapter II, Section II, B of the Code of Conduct.
- F. Any employee who, by an act or conduct, attempts to violate or conspire with any person to violate the Charter of the City of Duncanville, the Code of Conduct, Personnel Rules of the City of Duncanville, the Civil Service Commission Rules and

Regulations, General Orders or policies of the Department shall be subject to the same discipline as though the actual violation had been accomplished.