

Event 1 – Police Sciences
Session 3 – Mission Vision Values
LD 1 Leadership, Professionalism and Ethics

Date Revised: 12/21/2019

Course Goal: To teach recruit officers how to be effective, ethical and professional leaders.

Session Goal: To teach recruit officers the Department’s Mission, Vision, and Core Values and how they relate to public trust with a facilitated discussion of the public’s and agency’s expectations and the impact of their behavior on and off duty.

Learning Objectives:

- Discuss the LAPD Mission Statement **[1.II.A]**
- Discuss the LAPD Vision Statement
- Discuss the LAPD Core Values
- Discuss the LAPD policy on the Duty to Report Misconduct
- Discuss the “Policy Prohibiting Retaliation”

Session Time: 1 hour

| Resources: | |
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| <ul style="list-style-type: none"> • Classroom with tables • White board • Dry-erase markers • Flip charts • Handout 1 - LAPD Mission Statement, Vision Statement, and Core Values Training Triangle • Handout 2 – Employee Duty to Report Misconduct | |
| Session Summary: In this Session the class will discuss leadership and all of its components. They will be given a Core Value Learning Activity. Upon completion of the activity, the instructor will debrief with the class. | |
| Outline | Instructor Notes |
| <p>I. Mission, Vision, Values</p> <p>A. Professionalism and Ethics in Policing [1.II.A]</p> <p>1. LAPD Mission Statement</p> <p>a) It is the Mission of the Los Angeles Police Department to safeguard the lives and the property of the people we serve, to reduce the incidence and fear of crime, and to enhance public safety while working with the diverse communities to improve their quality of life. Our mandate</p> | <p>(continued in Event 1, Session 17)</p> <p>Handout 1, Mission, Vision, Values</p> <p>Reference the Training Triangle and explain that our Mission, Vision Values are the base for the whole police officer.</p> <p>Mention that they will have another block of instruction on the Code of Ethics to build upon this block.</p> |

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| <p>is to do so with honor and integrity, while at all times conducting ourselves with the highest ethical standards to maintain public trust.</p> <p>2. LAPD Vision Statement a) It is the vision of the Los Angeles Police Department to, as closely as possible, achieve a City free from crime and public disorder.</p> <p>3. LAPD Core Values a) Service To Our Communities- We are dedicated to enhancing public safety and reducing the fear and the incidents of crime. People in our communities are our most important customer. Our motto, "To protect and to serve" is not just a slogan. It's our way of life. We will work in partnership with the people in our communities and do our best, within the law, to solve community problems that affect public safety. We value the great diversity of people in both our residential and business communities and serve all with equal dedication. b) Reverence For The Law- We have been given the honor and privilege of enforcing the law. We must always exercise integrity in the use of the power and authority that have been given to us by the people. Our personal and professional behavior should be a model for all to follow. We will obey and support the letter and the spirit of the law.</p> | <p>Facilitated discussion Ask: What stands out to you about this statement? And why? Ask several recruits.</p> <p>Facilitated discussion Assign one Core Value to each table and give them 4-5 minutes to discuss it with their table. Have each table read their assigned Core Value and explain what that Core Value means in about 2 minutes.</p> |
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| <p>c) Commitment to Leadership-We believe the Los Angeles Police Department should be a leader in law enforcement. We also believe that each individual needs to be a leader in his or her area of responsibility. Making sure that our values become part of our day-to-day work life is our mandate. We must each work to ensure that our co-workers, our professional colleagues and our communities have the highest respect for the Los Angeles Police Department.</p> <p>d) Integrity In All We Say and Do-Integrity is our standard. We are proud of our profession and will conduct ourselves in a manner that merits the respect of all people. We will demonstrate honest, ethical behavior in all our interactions. Our actions will match our words. We must have the courage to stand up for our beliefs and do what is right. Throughout the ranks, the Los Angeles Police Department has a long history of integrity and freedom from corruption. Upholding this proud tradition is a challenge we must all continue to meet.</p> <p>e) Respect For People-Working with the Los Angeles Police Department should be challenging and rewarding. Our people are our most important resource. We can best serve many and varied needs of our communities by empowering our employees to fulfill their</p> | |
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| <p>responsibilities with knowledge, authority and appropriate discretion. We encourage our people to submit ideas, we listen to their suggestions and we help them develop to their maximum potential. We believe in treating all people with respect and dignity: we show concern and empathy for the victims of crime and treat violators of the law with fairness and dignity. By demonstrating respect for others, we will earn respect for the Los Angeles Police Department.</p> <p>f) Quality Through Continuous Improvement-We will strive to achieve the highest level of quality in all aspects of our work. We can never be satisfied with the ‘status quo.” We must aim for continuous improvement in serving the people in our communities. We value innovation and support creativity. We realize that constant change is a way of life in a dynamic city like Los Angeles, and we dedicate ourselves to proactively seek new and better ways to serve.</p> <p>4. Officers Responsibility to Report Misconduct</p> <p>a) If peace officers disregard unlawful/unethical acts by another law enforcement officer they are as guilty as the offender is, and is unworthy of wearing the badge.</p> <p>b) Recruit Officers responsibilities based on policy is to stop</p> | <p>Handout 2: LAPD Manual (Volume 1/210.46)</p> <p>Facilitated discussion</p> <p>Ask: What do you think failing to report misconduct does to public trust? Why?</p> |
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| <p style="margin-left: 40px;">misconduct/take corrective action- Physical Intervention may be necessary</p> <p style="margin-left: 20px;">c) Verbal Intervention - immediately report to a department Supervisor</p> <p style="margin-left: 20px;">d) Recruit Officer Manual: Department policy requires all employees to report perceived misconduct to a supervisor immediately. Issues of misconduct reported to instructors cannot be held in confidence and will be reported to a supervisor. Recruit officers reporting misconduct may request to speak directly to a supervisor, rank of Sergeant or above.</p> <p>5. Policy to Report Retaliation</p> <p style="margin-left: 20px;">a) Possible affects as a Recruit Officer</p> <p style="margin-left: 20px;">b) Create dangerous work environment</p> <p style="margin-left: 40px;">(1) Ostracized employees for participating in an investigation</p> <p style="margin-left: 40px;">(2) Spreading rumors impugning the character or reputation of a complainant or an accused.</p> | <p>Note: Do not review specific scenarios with recruit officers Do not practice test scenarios with recruit officers</p> <p>Ask: How does retaliatory behavior impact the work place?</p> <p>Ask: What are the potential impacts of not reporting retaliatory behavior?</p> |
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