



**CHEVY CHASE  
VILLAGE  
POLICE  
DEPARTMENT**

**GENERAL ORDER: 2-3 VISION, MISSION AND VALUES**

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*Police Chief: John Fitzgerald*

**I. INTRODUCTION**

The Chevy Chase Village Police Department is a law enforcement organization within Chevy Chase Village, Montgomery County, Maryland. Its role is to protect and serve residents and visitors of the Village, and to protect their property.

**II. VISION**

We, the members of the Chevy Chase Village Police Department, are committed to providing the highest quality of police services to the people who live, work and visit Chevy Chase Village. We will constantly evaluate and improve our efforts to enhance public safety with the goal of improving the quality of life within the Village, while at the same time maintaining respect for individual rights and human dignity.

**III. MISSION STATEMENT**

The mission of the Chevy Chase Village Police Department is to safeguard life and property, preserve the peace, prevent and detect crime, enforce the law, and protect the rights of all citizens. We are committed to working in partnership with the community to identify and resolve issues that impact public safety.

**IV. DEPARTMENT VALUES**

**A. Organizational Integrity**

It is imperative to our agency's success that the Chevy Chase Village Police Department be viewed as an honest, trustworthy, unbiased, law-abiding, service-oriented unit of government. To that end, all employees must protect the honor and integrity of the Department in all that they do and say. Further, where the interests of the Department may conflict with the interests of any individual employee, the interests of the Department must take priority so that the honor and integrity of the organization is preserved.

**B. Responsibility and Accountability**

Considering the organizational goals and mission, each officer and employee of the Department is responsible for adhering to department guidelines, directives, and policies while simultaneously exercising sound judgment and initiative in the performance of their duties. Every member of the Chevy Chase Village Police Department is expected to execute their duties in a manner that will most effectively support the agency's mission and values.

Every employee of the Department is responsible for her/his actions and decisions, and they will be accountable for them.

Command and supervisory personnel are responsible for the performance of all employees under their command. Although authority and function may be delegated to subordinates, command/supervisory personnel may not delegate their own responsibility. Command/supervisory personnel are also responsible for motivating their subordinates to operate in compliance with department policies and procedures at optimum efficiency and effectiveness.

Being accountable means accepting responsibility for mistakes and failures. When a mistake is made, it should not be concealed or denied. It should be corrected, an effort made to discover its cause, and steps taken to prevent its recurrence.

**C. Respect for Individual Rights**

Every person is entitled to certain basic constitutional rights which are not to be violated. Officers must respect and defend the rights of others without bias of any kind. To that end, all employees must avoid provocative speech or gestures. Once an arrest has taken place, it is the obligation of the arresting officer to ensure that post-arrest procedures and prosecutorial steps are followed in accordance with existing law and constitutional safeguards. These include but are not limited to constitutional safeguards relating to interviews, interrogation, and right to counsel. To fail in this effort is a violation of law and of the principles of the law enforcement profession.

#### **D. Sound Judgment and Discretion, and a Duty to Prevent Crime**

The department must act quickly and decisively with regard to major crimes and serious law enforcement problems. A delay in effecting an arrest or taking decisive action is warranted only in the absence of sufficient manpower, or when delay is advisable in order to accomplish the law enforcement mission.

The primary objectives of traffic law enforcement are to save lives, to prevent accidents and to expedite the flow of traffic. Attention should be directed towards the enforcement of those laws which when violated cause the greatest number of accidents, particularly at those times and places where most traffic violations occur. For minor violations, an officer may warn a violator if in the officer's opinion the warning would be as effective as a citation. In view of limited resources, the inherent ambiguity of some laws, and the alternatives to accomplish the intent of the law, it is essential that the police exercise discretion in the enforcement of the law.

Active patrol by uniformed officers in marked cruisers is one of the most useful available resources the department has to prevent crime. Each officer has the responsibility to prevent crimes which are preventable by police action. It is preferable to prevent a crime, accident, or incident than to deal with its consequences.

#### **E. Professionalism and Personal Integrity**

A professional police officer maintains the highest standards of honesty, integrity, and conduct. He/She knows the limits of his/her authority and does not resort to illegal means to accomplish his/her duties. He/She is obligated to be knowledgeable of the law and of his/her responsibility to enforce it. The standards of conduct expected of police officers are greater than that expected of the public. Officers should avoid questionable behavior. Succumbing to the numerous temptations to which an officer is subjected is a sign of weakness, and will negatively effect the reputation of the Department as a whole.

In his/her private life, a professional police officer should exemplify the traits of stability, fidelity, and morality. In his/her profession, the officer should conduct themselves in a manner which instills respect for the law and the police service, and inspires confidence and trust.

Good police officers do not allow themselves to be personally offended or become emotionally involved in any controversy. They do not accept gifts, favors, or gratuities which may be interpreted by the public as influencing their judgment or the performance of their duty.

Nothing does more to enhance the image of the police officer and the police department to elicit public cooperation than to be courteous and helpful. Officers must refrain from lecturing, scolding, humiliating, or inconveniencing the unintentional offender for minor violations; instead, they should be understanding. Professional behavior on the part of the officers should minimize conflict between officers and violators.

#### **F. Selection and Development of Staff for Successful Performance**

Each officer plays an important role in the police department; therefore, it is incumbent upon the department to recruit the best qualified individual available. The department has a responsibility to the officer to develop a personnel program which meets the needs of its officers with regards to employment guidance, benefits, and proper placement.

Training is a continual process. The purpose is to improve the officer's performance, which in turn makes the department more effective. The Chief and the *Lieutenant* share the responsibility for training their subordinates. In addition, it is department policy to encourage officers to pursue educational goals which will improve their job ability.

#### **G. Fair and Appropriate Discipline**

Discipline and punishment are not synonymous. A department whose officers voluntarily abide by all the rules, regulations, and orders is a well-disciplined department; however, violations require punishment. In determining disciplinary action, all circumstances will be considered.

Complaints against officers will be investigated thoroughly and objectively. Through this investigation, the rights of both officers and citizens will be kept protected. The contents of these investigative reports must be kept confidential.

A systematic review of complaints and administrative violations ensures that adopted policies and procedures are properly implemented. This review provides a method by which management identifies organizational problems

#### **V. CONCLUSION**

The police department has made a positive and distinctive impact on public safety in Chevy Chase Village. With dedication to our mission and adherence to established policies, each officer will contribute to the continued success of the Chevy Chase Village Police Department.

This directive voids the previous version dated 6/8/2012.