

# SPRINGFIELD POLICE DEPARTMENT

<input checked="" type="checkbox"/> <b>DEPARTMENT DIRECTIVE</b> <input type="checkbox"/> <b>DIVISION DIRECTIVE</b>		<b>DIRECTIVE NUMBER</b> 20-067	<b>ROC-01</b>
<input checked="" type="checkbox"/> <b>GENERAL ORDER</b> <input type="checkbox"/> <b>NOTICE</b> <input type="checkbox"/> <b>SPECIAL ORDER</b> <input type="checkbox"/> <b>LEGAL NOTICE</b>			<b>ISSUE DATE</b>
<b>SUBJECT:</b> <b>DEPARTMENT PROFESSIONALISM AND EMPLOYEE EXPECTATIONS</b>	<b>DISTRIBUTION</b> A,B	<b>REVISION DATES</b> 06/25/99; 10/30/08, 11/01/08, 01/17/18	<b>EFFECTIVE DATE</b>
<b>REFERENCES:</b>			<b>RESCINDS:</b> ROC-01/08-126

## I. PURPOSE

The Springfield Police Department is a professional law enforcement organization that prides itself on hiring only the best and brightest while providing the highest level of service to its' citizens. The purpose of this General order is to outline the department's high expectations of all members to promote the professional image of the department and its members as a whole, while establishing uniformity of performance and effectiveness in law enforcement. As part of this effort all officers will acknowledge and abide by the following: Springfield Police Department's Oath of Office, Code of Ethics, and ILACP and NAACP's Ten Shared Principles. All sworn members will also be trained in the Department of Justices' Procedural Justice Program. It is the expectation that all officers shall conform to the department's Mission Statement, Vision Statement and Core Values.

## II. POLICY

It is the policy of the Springfield Police Department that upon initial hiring and prior to assuming sworn status, each member is required to take an oath of office and acknowledge the professionalism expectations of the Springfield Police Department. All sworn members of the Department are required to abide by these ethics, policies and procedures.

## III. PROCEDURES

- A. Each new member, prior to assuming sworn status, will take the Oath of Office and sign a copy of the oath.
- B. The oath will be administered by the Chief of police or his designated representative.
- C. A signed copy of the oath will be placed in the officer's personnel file.
- D. An additional copy of the signed Oath of Office and Code of Ethics will be presented to the officer by the Chief of Police or his designated representative.
- E. All officers will be issued and trained in Procedural Justice, the ILACP and NAACP Ten Shared Principles, the Springfield Police Department's Mission Statement, Vision Statement and Core Values prior to entering the Field Training Program.

IV. ADDENDA

Addendum 1 through 5 are as outlined below:

- A. Addendum 1: Code of Ethics
- B. Addendum 2: Oath of Office
- C. Addendum 3: ILACP and the NAACP Ten Shared Principals
- D. Addendum 4: Procedural Justice
- E. Addendum 5: Springfield Police Department's Mission Statement, Vision Statement and Department Values

---

KENNETH D. WINSLOW, CHIEF OF POLICE

Reviewed for Legal Sufficiency: \_\_\_\_\_  
Assistant Corporation Counsel