



OFFICE OF THE COUNTY SHERIFF

Montgomery County, Maryland

Maxwell C. Uy, Sheriff



GENERAL ORDERS/PERSONNEL PROCEDURES

<u>Subject:</u>	<u>Number:</u>	<u>Effective Date:</u>
Law Enforcement Code of Ethics	2.01	08/14/24

Policy: It is the policy of the Montgomery County Sheriff's Office that all employees, both *sworn* and *non-sworn*, adhere to the principals of and display the degree of integrity required by the following Code of Ethics.

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- I. Code of Ethics for Sworn Sheriff's Office Personnel
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I. Code of Ethics for Sworn Sheriff's Office Personnel

- A. As a law enforcement officer, my fundamental duty is to serve the community; 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.
- B. I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or my agency. I will 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 both my personal and official life, I will be exemplary in obeying the law(s) of the land and the regulations of my agency. 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.
- C. I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities, or friendships influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice, or ill will, never employing unnecessary force or violence, and never accepting gratuities.

- D. I recognize *my* badge of 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 law enforcement service. I will never engage in acts of bribery, nor will I condone such acts by other law enforcement officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.
- E. I know that I alone am responsible for my own standard of professional performance and will take every opportunity to enhance and improve my level of knowledge and competence.
- F. I will constantly strive to achieve these objectives and ideals; dedicating myself before God to my chosen profession, law enforcement.

II. Code of Ethics for *Non-Sworn* Sheriff's Office Personnel

As a *non-sworn* member of the Montgomery County Sheriff's Office, I regard myself as a member of an important and honorable profession. As such:

- A. I will recognize my responsibility to exhibit honesty and integrity through ethical behavior in both my professional and personal life.
- B. I will be obedient to the laws of Montgomery County, the State of Maryland and the United States of America.
- C. I will exhibit respect for my superiors, my peers, county employees, *and* county residents; *I will* work to promote a harmonious work environment.
- D. I will not, in the performance of my duties, work for personal advantage or profit.
- E. I will give efficient, impartial, prompt and courteous service to the public at all times.
- F. I will accept responsibility for my actions.
- G. I will put loyalty to the highest moral and ethical principles above loyalty to persons or government.
- H. I will never discriminate unfairly by the dispensing of special favors or privileges to anyone, whether for remuneration or not, and I will never accept, for myself or anyone else, favors or benefits under circumstances which might be construed by a reasonable person as influencing the performance of my duties.
- I. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept confidential unless revelation is necessary in the performance of my duty.


III. Ethics Training

All Montgomery County Sheriff's Office personnel will receive ethics training at least biennially. This may be accomplished by in-service, roll call or directive review training.

IV. Cancellation

This directive cancels and replaces General Orders/Personnel Procedures 2.01, Effective Date: *11/21/08*. Shred replaced directive.

AUTHORITY:



Maxwell C. Uy, Sheriff
08/14/2024