



Ethics and Values



Inspector
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Detective Sergeant
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Deeds Speak





Presentation Overview

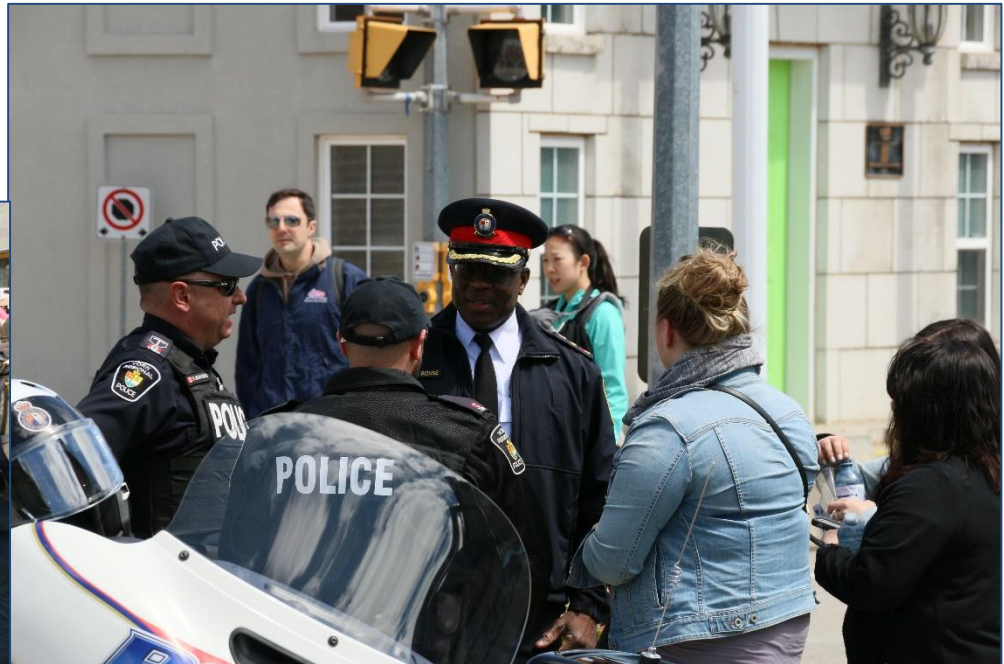
- Code of Ethics review
- Introduction of new Code of Ethics
- Review of our Values
- Introduction of new Values





Code of Ethics review

- Why did we update the Code of Ethics?
- Create alignment with our Values
- Drive behavior





CODE OF PROFESSIONAL ETHICS

IN THE CONDUCT OF THEIR SERVICES, ALL MEMBERS OF YORK REGIONAL POLICE:

Understand their primary responsibility is to share with the community the responsibility for improving quality of life by safeguarding lives and property, preventing and investigating offences and preserving peace and order.

Are guided by the values of the service which include our people, community, integrity, leadership, accountability, competence and teamwork.

Appreciate the importance and responsibility of their positions as a symbol of public faith, adhering to the same standards of conduct that they are bound by duty to enforce.

Preserve the rights and freedoms of all individuals in accordance with Canadian Charter of Rights and Ontario Human Rights Code.

Faithfully administer the law in a just, impartial and reasonable manner to all individuals, regardless of race, national or ethnic origin, colour, religion, gender, age, mental or physical disability, or sexual orientation.

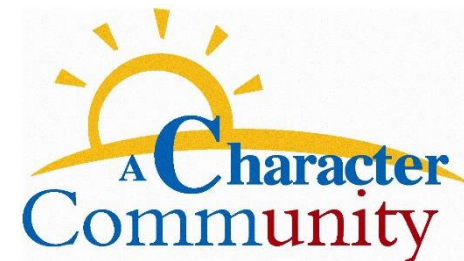
Understand and encourage continuing awareness of the culturally-diverse nature of York Region, remain responsive to community issues and concerns and are committed to developing and enhancing community partnerships.

Never permit personal feelings, animosities or friendships to influence professional decisions and actions and refrain from accepting gratuities or favours that may compromise them as individuals or members of York Regional Police.

Perform their duties within the limits of authority and recognize the importance of consistently enhancing their level of knowledge and competence.

Ensure good faith in all their actions and respect the confidentiality of any information obtained in the course of duty.

Remain faithful in their allegiance to Canada and strive to attain excellence in the performance of their duties.





Code of Ethics review

Steps in Institutionalizing of Ethics

- Police Services Act (Core duties of police officers)
- Incorporated Dr. Maguire's recommendations
- Defined what comprised an ethical police officer
- Held focus groups
- Sent a Survey to all ranks within YRP
- Determined Need to Update our code of Ethics



Data from consultations

Three Innovation labs

- Recruits
- Civilian
- Uniform (all ranks)

Survey

- Senior officers
- Integrated Strategic Community Advisory Council
- Total participants 175+ members



Conducted Environmental Scan – Best Practices



CODE OF ETHICS

In both our service to the community and conduct in the workplace, we uphold the high ethical standards expected of us by members of the public and our organization. This Code of Ethics reflects our values and guides our actions each and every day.

- We uphold our position of public trust by serving the community with integrity, professionalism and honesty. We are accountable for our behaviour, both in the community and in the workplace.
- We faithfully administer the law in a just, impartial and reasonable manner to everyone, regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.
- We preserve the rights and freedoms of all individuals in accordance with the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code.
- We promote equality, diversity and inclusivity, both in the community and in the workplace. We treat everyone with dignity and respect.





New Code of Ethics

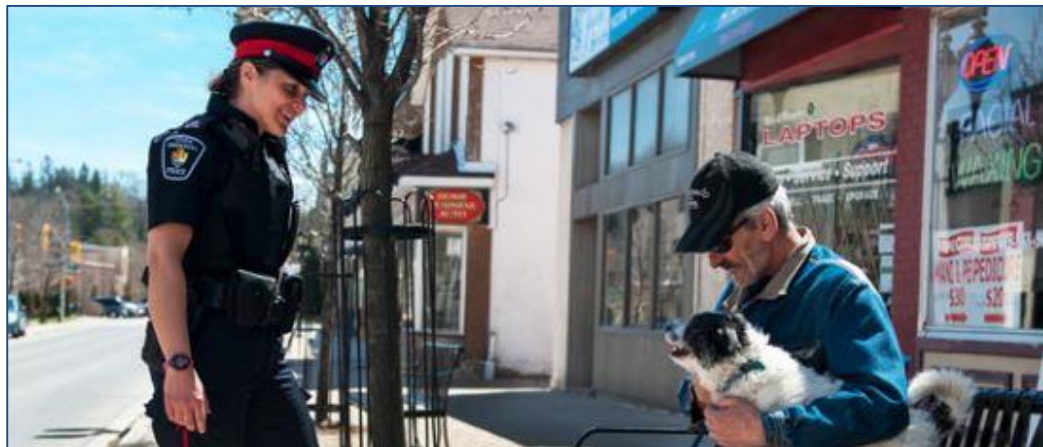
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Vision Inspired Mission Focused Values Driven

Deeds Speak

OUR VISION

To make a difference in our community

MISSION STATEMENT

We will ensure our citizens feel safe and secure through excellence in policing

SHARED VALUES

OUR PEOPLE
community

INTEGRITY
leadership

ACCOUNTABILITY
competence

TEAMWORK



Current Statement of Values

Our people

We foster a work environment of respect, open communication, empowerment and inclusivity

Community

We engage our citizens and are dedicated to providing quality service

Integrity

We are ethical and respectful in all we say and do

Leadership

We are leaders in policing and all lead by example

Accountability

We accept responsibility for our actions

Competence

We are committed to excellence, professionalism, learning and innovation

Teamwork

We succeed by working together and in partnership with our community



The Road

New Values

Senior Officer Survey

Community Consultation

Member Feedback

Maguire Report



Methodology used for new Values

- Clear and Concise
- Eliminated duplication
- Integrated member and community feedback
- Incorporated Dr. Maguire's recommendations
- Aligned with our Code of Ethics





OUR VALUES

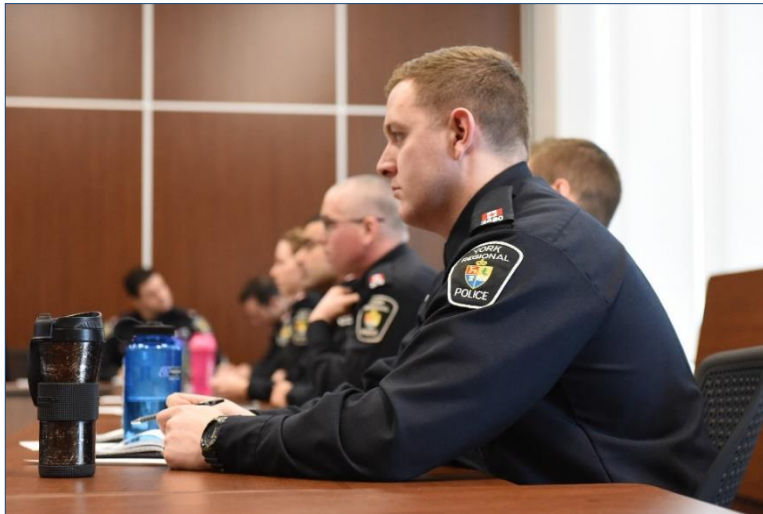
PROFESSIONALISM
COMPASSION
FAIRNESS
COURAGE
RESPECT





Professionalism

- We conduct ourselves with honesty and integrity, and we are accountable for our actions





Courage

- We have the moral strength to stand up and to do what is right





Respect

- We value and treat all people with dignity





Fairness

- We are just and impartial in everything we say and do





Compassion

- We care about the wellbeing of our members and the community







Thank you

Questions?

