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	SUBJECT		EFFECTIVE DATE
	Virginia Beach Police Department General Order Chapter 1 – Organization and Command		10/18/2017
			ORIGINATOR/REVIEW
DISTRIBUTION		CALEA: 1.1.1, 1.1.2, 1.1.3, 1.2.1, 12.2.1A	
ALL		Chief's Staff	
BY THE AUTHORITY OF THE CHIEF OF POLICE:		<i>James A. Coonan</i>	

Purpose

As provided by the Code of Virginia and the Virginia Beach City Code, the Virginia Beach Police Department is established for the purpose of enhancing the quality of life for those who live in and visit the city of Virginia Beach.

Policy

Agency Vision, Mission, and Values

The Virginia Beach Police Department is committed to attaining the stated vision, through the accomplishment of our mission. Our organizational values serve as a common guide to the manner in which our work is accomplished.

Vision

The Virginia Beach Police Department will be the premier law enforcement agency setting the standard for excellence. Committed to those we serve, we adapt to change, while focusing on value based principles, lifelong learning and professional growth.

Mission (CALEA 12.2.1 A)

The Virginia Beach Police Department is committed to providing a safe community and improving the quality of life for all people. We accomplish this by delivering quality police services and enforcing the laws with equity and impartiality. In partnership with the community, we reduce crime through public education, prevention and awareness. In meeting this objective we demand of ourselves the highest professional standards and dedication to our core values.

Organizational Values

- Professionalism
 - In our actions, conduct, and job performance
 - Constantly striving towards ever-rising standards
- Respect
 - For all citizens, each other, and for differing points of view, regardless of age, race, gender, appearance, individual beliefs, or lifestyles
- Integrity
 - Truthful and honest, deserving of trust.
 - Ethical
 - Being guided by the concept of fundamental fairness in everything we do

–Doing what is right

•Dedication

- To the organization, each other, our families, and the citizens we serve
- Unquestionable work ethic

•Excellence

- In everything we do
- Seeking to improve and excel, always

Authority of Sworn Officers (CALEA 1.1.1, 1.2.1)

As provided by the Code of Virginia and the Municipal Code of the City of Virginia Beach, sworn members of the Virginia Beach Police Department are empowered with the authority to enforce all laws and statutes of the Code of Virginia and the Municipal Code of the City of Virginia Beach.

The Constitution of the Commonwealth of Virginia and the Code of Virginia require all personnel, prior to assuming sworn status, to take the following oath of office:

I _____ do solemnly swear (or affirm) that I will support the Constitution of the United States, and the Constitution of the Commonwealth of Virginia, and that I will faithfully and impartially discharge all the duties incumbent upon me as a sworn Police Officer with the City of Virginia Beach Police Department according the best of my ability, (so help me God).

The oath of office may be administered by the Clerk of the Court or by any Judge. Each oath of office administered will be documented and signed by the sworn officer and the administering official.

Sworn members include those who are dedicated by oath to the law enforcement profession and who possess general arrest powers. This includes police officers (of all ranks).

Conduct of Officers (CALEA 1.1.2)

All personnel are responsible for exemplifying the organizational values in the performance of their duties. All personnel are also subject to the rules of the Virginia Beach Police Department as delineated in General Order 1.05, (Rules). Additionally, sworn personnel are responsible for abiding by the Law Enforcement Code of Ethics (International Association of Chiefs of Police, 2001) and the Law Enforcement Oath of Honor as follows:

"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.

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 to 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 and the regulations of my department.

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 duty.

I will never act officiously or permit personal feelings, prejudice, political beliefs, aspirations, animosities, or friendships to 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.

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

Law Enforcement Oath of Honor

"The Law Enforcement Oath of Honor", developed by the International Association of Chief's of Police, Committee on Police Ethics,

On my honor, I will never betray my badge, my integrity, my character, or the public trust. I will always have the courage to hold myself and others accountable for our actions. I will always uphold the constitution, my community and the agency I serve.

Conduct of Ancillary, Civilian Employees and Volunteers

Ancillary and Civilian Employees as well as those who volunteer time and service to the Virginia Beach Police Department are required to abide by the City of Virginia Beach Code of Ethics adopted in January 2003, as follows:

A strong ethical reputation is vital to earning and strengthening the public's trust. All of us who work for the City of Virginia Beach share a personal responsibility to protect, preserve, and enhance our reputation by devoting ourselves to the highest ethical behavior while serving the public interest. We embrace that responsibility and live by the following principles:

Principles of Ethical Conduct

1. **INTEGRITY:** We act with honor, courage, fairness, and truthfulness, without bias or impropriety.
2. **ACCOUNTABILITY:** We provide quality services by holding others and ourselves to the highest standards while taking responsibility for the efficient and effective use of resources.
3. **RESPECT:** We treat everyone with courtesy, dignity, and kindness, appreciating the diversity and uniqueness of all.
4. **PROFESSIONALISM:** We foster a culture of excellence and loyalty by our actions and through organizational, vocational, and personal growth.
5. **CITIZENSHIP:** We uphold federal, state, and local laws, while embracing the Organizational Mission and Values, to protect the public interest and make our community a better place to live and work.

Department Role as a Social Resource (CALEA 1.1.3)

The Virginia Beach Police Department provides services to citizens in conjunction with many other city, state, and federal governmental agencies. While the primary role of a police agency is the enforcement of criminal statutes, the Virginia Beach Police Department recognizes its role as a social resource for the community. As such, the Department will cooperate and seek harmonious relationships with social service agencies. All personnel who encounter citizens, adult and juvenile, who need specialized forms of assistance that the Department is unable to provide (i.e., marriage counseling, mental health counseling, welfare assistance, assistance in handling civil matters, etc.) should refer and assist citizens in contacting the most qualified agency capable of providing the necessary assistance.