

The background of the slide features a light blue gradient with a faint, semi-transparent image of classical columns on the left side. The columns are white with detailed capitals and fluted shafts. The entire slide is framed by a thin brown border.

Professional Standards:

The Essential Elements of the Modern Police Force

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Whole System Approach

- Recruiting & Selection
- Training & Education
- Supervision
- Policies & Procedures
- Code of Conduct & Ethics
- Inspection & Internal Affairs
- Discipline & Correction
- Independent Oversight

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Recruiting & Selection

- Written Minimum Standards
- Value-based Recruiting
- Job-relevant Testing
- Thorough Background Checks
- Psychological Screening
- Community Involvement
- Screen For Values & Integrity

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Training & Education

- Integrate Ethics and Values into all training and education throughout an officer's career

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Supervision

- Select Supervisors Who Live the Ethics and Values of the Police Force
- Train and Motivate Supervisors to Shape and Lead Ethical Behavior in Their Officers

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Policies & Procedures

- Written Policies & Procedures
- Consistent With Values & Ethics
- Policies & Procedures Communicated Often and in Varied Ways

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Code of Conduct & Ethics

- Written
- Incorporated into All Training
- Continuously Communicated
- Applied at All Levels
- Clear Sanctions For Violations

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Model Codes

- UNHCHR Code of Conduct
- A.I. Basic Human Rights Standards
- IACP Standards of Conduct (USA)
- U.K. Code of Professional Standards
- Interpol Codes of Conduct and Ethics

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The slide features a decorative background on the left side consisting of a vertical image of classical columns, possibly from a government building, rendered in a light blue tone. The main content area has a light blue background with a thin white border. The title 'Inspection & Internal Affairs' is written in a large, brown, serif font at the top right. Below the title is a bulleted list of six items in the same brown serif font. At the bottom right, there is a small block of text in a smaller, brown, serif font.

Inspection & Internal Affairs

- Models Values & Standards
- Direct Report to Chief
- Senior Level Head
- Adequate Staff & Resources
- Experienced Investigators
- Free From Political Influence

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Discipline & Correction

- Apply Performance Improvement Model for All But Serious & Chronic Problems
- No Tolerance for Dishonesty
- Enforce the Code of Conduct
- Fact-based and Objective

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Independent Oversight

- Structural and Political Independence
- Authority & Access
- Adequate Staff & Resources
- Public Transparency

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Questions & Discussion

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