



LANSING POLICE DEPARTMENT

PROCEDURES MANUAL

VALUES

All procedure manual materials should be viewed as natural extensions of the Department Vision and Mission Statements and Goals. However, these statements, as well as the Department “Policing Strategy” and “Community Policing Philosophy,” are built upon a set of values which are reflective of policing within the Lansing Police Department. These values should serve as the basis for each employee’s professional beliefs and actions. Coupled with experience and training, these values should always guide employee actions when no other direction is available. If you follow these values, you will never compromise your integrity or embarrass yourself, your family or your Department.

Our Department Values are characteristics or qualities of worth. They are non-negotiable. Although we may need to balance them, we can never ignore them for the sake of expediency or personal preference.

VALUES STATEMENT

We, the members of the Lansing Police Department, are guided by the highest ethical standards. We understand that as employees of a law enforcement agency, we have a special duty to our community and are held to a higher ethical standard than are the employees of many other organizations. We provide the highest quality of personalized services to all who live, work, and visit in Lansing, Michigan. We do this by empowering employees who build partnerships with the community to prevent and solve crime, lessen fear, and reduce neighborhood problems. We believe in and respect the dignity of all people, and we respect individual and constitutional rights in fulfilling our mission.

Police personnel comprise a special class of public employee. Because we are conspicuous and visible representatives of government, our conduct is closely scrutinized. When police behavior is found to be excessive, unwarranted, unjustified, or unlawful, this results in lost community support and respect - both necessary ingredients to the Department’s capacity to perform. Therefore, in addition to complying with the various procedure manual rules and procedures, our behavior will be guided by the following ten LPD Core Values - (1) Respect and Fairness, (2) Integrity and Honesty, (3) Compliance with Laws and LPD Rules, (4) Value Diversity, (5) Customer Satisfaction, (6) Teamwork, (7) Earn Authority and Trust, (8) Efficient Resource Utilization, (9) Confidential Handling of Police Business, (10) Conduct That Reflects Positively on the Department.



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The Ten LPD Core Values

In fulfilling our mission to the citizens of Lansing, all LPD employees will:

RESPECT AND FAIRNESS

Enforce laws and serve our community with respect and fairness;

INTEGRITY AND HONESTY

Hold ourselves to the highest standard of integrity, and honesty, always be truthful in matters associated with Department responsibilities;

COMPLIANCE WITH LAWS AND LPD RULES

Comply with laws of the United States and of any state or local jurisdiction, as well as, LPD rules of conduct, including adherence to lawful orders from any higher authority within the Department;

VALUE DIVERSITY

Value the diversity that exists among our fellow employees and citizens and will not discriminate on the basis of personal characteristics;

CUSTOMER SATISFACTION

Work within our community, sharing responsibility for making it safer and improving the quality of life (customer satisfaction).

TEAMWORK

Work cooperatively with fellow employees demonstrating the principles of good teamwork through on-duty behavior that is courteous, positive and supportive of Department goals;

AUTHORITY AND TRUST

Preserve the trust of the community we are sworn to serve and never abuse the authority conferred upon us;

EFFICIENT RESOURCE UTILIZATION

Utilize all Departmental resources efficiently, appropriately, and respectfully;

CONFIDENTIALITY OF POLICE BUSINESS

Treat the official business of the Department as confidential and respect the appropriate levels of privacy with respect to that information; and

CONDUCT THAT REFLECTS POSITIVELY ON THE DEPARTMENT

Refrain from conduct which reflects unfavorably on the Lansing Police Department.