

Code of Ethics

THE ILLINOIS ASSOCIATION OF CHIEFS OF POLICE

The members of the Illinois Association of Chiefs of Police collectively adhere to the principle that standards of professional conduct and ethics for its membership is desirable. This professionalism and performance of police executives statewide will be enhanced, as set forth in the following:

1. Basic Tenets: The membership of the Illinois Association of Chiefs of Police (hereinafter ILACP) is dedicated to the principles of effective and democratic local government through the appointment of police executives as established by local government. Members will maintain a professional and practical approach to their duties within the parameters of the policies set by the local governing body and appropriate statutes and ordinances.
2. ILACP members shall be dedicated to the highest ideals of honor and integrity to maintain the respect and confidence of their appointing authority, subordinates, the public and their fellow chiefs.
 - a. Members should conduct themselves so as to maintain public confidence in their profession, their department, and in their performance of the public trust.
 - b. Members should conduct their official and personal affairs in such a manner so as to give the clear impression they cannot be improperly influenced in the performance of their official duties.
3. The members of the ILACP represent that the primary function of the police executive is to serve the best interests of his respective community and the law enforcement profession.
 - a. The members of the ILACP are committed to fair and impartial enforcement of laws and ordinances.
 - b. The members of ILACP are dedicated to innovative and participative management, at all times seeking to improve their departments, and be responsive to the needs of their community.
 - c. Members of the ILACP shall continually strive to improve their personal knowledge and abilities and that of their fellow chiefs.
 - d. The members of ILACP believe that all supervision and management should be fair and equitable for all levels of employees, and that all statutes and personnel regulations should be honored.
 - e. Members of the ILACP shall encourage friendly and courteous service and strive to improve communications with all members of the community, keeping paramount the quality and image of public service.
 - f. Members of ILACP should refrain from personal participation in the election of the employing governing body and from partisan political activities. This should not prevent any member from voting or

expressing his/her personal opinion where appropriate.

- g. The members of ILACP recognize that their position requires them to provide leadership by example.
 - h. The members of ILACP represent that their function is to administer their agencies within the framework of the policies articulated by their local governing body, State and Federal laws.
4. The members of the ILACP believe that professional ethics includes the regulation of personal and financial conduct.
- a. Members shall not seek favor or personal gain through their position.
 - b. Members shall not directly or indirectly solicit any gift, or accept or receive any gift whether in the form of money, services, loan, travel, entertainment, hospitality, promise, or in any other form, under circumstances in which it could reasonably be inferred the gift was intended to influence them, or could reasonably be expected to influence them, in the performance of their duties or was intended as a reward for any official action on their part.
 - c. Members shall not invest or hold any investment, directly or indirectly, in any business, commercial or other private transaction which creates the appearance of a conflict with their official duties.
 - d. Members shall not disclose to others or use to further the personal interest of themselves or others, confidential information acquired by them in the course of their official duties.
 - e. Members shall not engage in, solicit, negotiate for, or promise to accept private employment or render services for private interests or conduct a private business when such employment, service, or business creates a conflict with or impairs the proper discharge of their official duties.
 - f. Members shall not endorse commercial products, while acting in their official capacity, by agreeing to the use of their picture, endorsement or quotation in paid advertisements, whether for compensation or not. Further, members should not permit any endorsement of commercial products by employees of their department acting in their official capacity, whether for compensation or not.

CODE OF ETHICS REVIEWING BODY

- 1. Any member of the ILACP Executive Board, when notified of an apparent valid complaint of an alleged violation by a member of the ILACP, or responsible person, may request the President to appoint an Ethics Review Committee to hear alleged violation of the IACP Code of Ethics.
- 2. The First Vice-President shall serve as Chairman of the Ethics Committee for the ILACP. When notified of an apparent valid complaint of an alleged

violation, the chairman will schedule a hearing before the Ethics Committee with at least three regular members in attendance. The alleged violator will be notified by registered letter at least two weeks before the hearing in order that he may present witnesses or information in his behalf.

3. **Timeliness of complaints:** All allegations of alleged violations of the Code shall be of reasonably current actions and regarding conduct alleged to have occurred after the effective date of the Code.
4. All complaints of misconduct shall be in writing preferably in affidavit form. The accused member shall be provided a copy of the complaint and be provided an opportunity to respond.
5. Any member of the association or responsible individual or organization outside the membership would be eligible to bring a charge of violation of one or more of the principles of the Code of Ethics. The ILACP President or the Chairman of the Ethics Committee will be designated to receive all complaints and initially review them. Upon review, the Chairman may recommend to the President that a hearing be conducted. The final decision whether to conduct a hearing will rest with the President, whose decision shall be rendered within fifteen days.
6. **Conduct of Hearings**
 - a. Unless otherwise directed by the President and Executive Board, all hearings will be conducted during the next scheduled general meeting of the membership. In the event of a serious violation, a meeting of the Ethics Committee may be initiated by order of the President.
 - b. The hearing shall be business-like but not formal. All hearings shall be held in Executive Session, closed to the press and public. Only the alleged violator, members of the Ethics Committee, the complainant and appropriate witnesses, may be present during a hearing in session.
 - c. The committee, after hearing all information, shall vote one of four possible decisions based on a standard of the preponderance of available evidence:
 1. A **deferral** of the hearing based on unavailability of pertinent witnesses or information.
 2. **Exonerated** - The alleged actions did occur but were not a violation of the code.
 3. **Unfounded** - The alleged violation did not occur.
 4. **Sustained** - The preponderance of available information supports the allegations.
 - d. At the conclusion of the hearing, the chairman shall summarize the finding of the committee and submit a report to the President. The President, after review of the report, shall agree with the findings or return the report for further hearing if he does not concur.

7. **Sanctions:** In the event of a sustained classification, the President, with approval of Executive Board shall levy one of three levels of sanctions, based on the nature and severity of the violation.
 - a. **Written Sanction** - A letter to the violator citing the section violated and the Association's disapproval.
 - b. **Suspension** - A letter to the violator and his City Manager and/or Mayor citing the section violated and the Association's strong disapproval and suspension from membership for a specified period of time.
 - c. **Discharged** - Letter to violator, etc., full warning expulsion from the association based on the severity of the violation. No dues refund.
 - d. **Appeal Process** - Within thirty days of notification of any sanction, the accused may request an appeal hearing before the next scheduled meeting of the Executive Board.