



COUNTY OF SAN DIEGO PROBATION DEPARTMENT

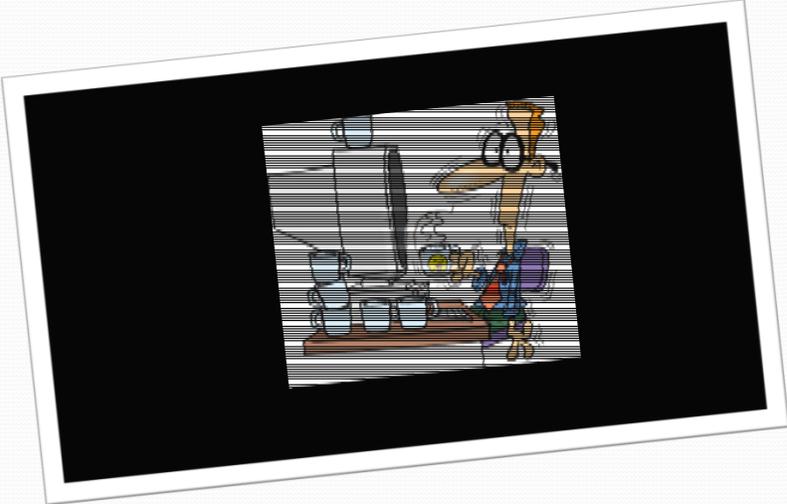
Ethics Unit 3



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VIDEO



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DEFINITION OF ETHICS

“Of or relating to moral action, conduct, motive or character; as, ethical emotion; also, treating of moral feelings, duties or conduct; containing precepts of morality; moral. Professionally right or befitting; conforming to professional standards or conduct” – *Black’s Law Dictionary*



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P.O.S.T. JOB DIMENSIONS

Moral Character

- Integrity
- Impulse Control/Attention to Safety
- Substance Abuse and Other Risk-Taking Behavior



Handling Stress & Adversity

- Stress Tolerance
- Confronting and Overcoming Problems, Obstacles, & Adversity

Work Habits

- Conscientiousness



Interactions with Others

- Interpersonal Skills

Intellectually-Based Abilities

- Decision-Making & Judgment
- Learning Ability
- Communication Skills



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GROUP ACTIVITY

Report Out In Groups:

- Your Definition of Ethics
 - Do not use the words “ethics”, “moral”, or “right/wrong”



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San Diego County Code of Ethics

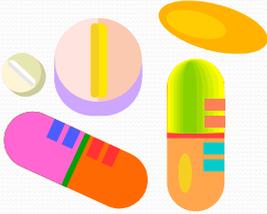
1. Treat members of the public and fellow employees respectfully, fairly and honestly at all times.
2. Perform your duties in compliance with all federal, state and local laws, and avoid any involvement in illegal, unethical or improper conduct.
3. Conduct your official County duties in conformance with the County's policies and procedures, and in accordance with the highest standards of ethical and legal conduct.
4. Ensure that County funds and property are used with extreme care, guided by prudent judgment and good business practices.
5. Create a work environment that promotes open and honest communications, and encourages raising ethical concerns without fear of retribution or retaliation.
6. Assume responsibility for knowing, understanding and having a practical working knowledge of the laws and regulations applicable to your job.

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COUNTY ETHICAL & LEGAL STANDARDS

- ❖ Improper Gratuities
- ❖ Fraudulent Conduct
- ❖ Alcohol and Drug Use
- ❖ Violence in the Workplace



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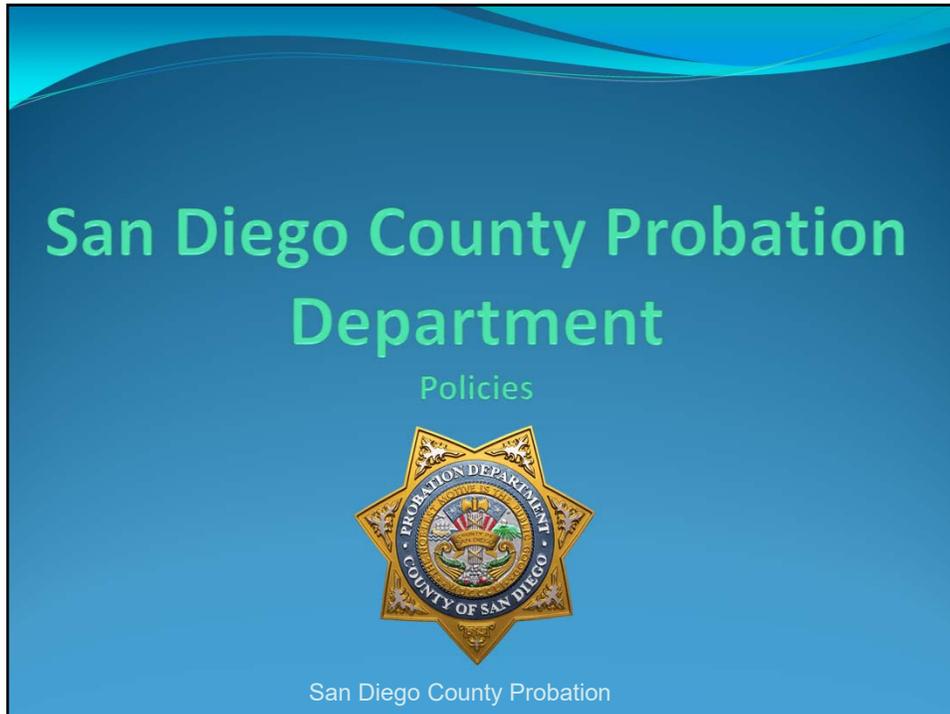
INCOMPATIBLE ACTIVITIES

- Too many calls, visitors, etc.
- Activities that would interfere with job performance
- Sale of materials prepared with County assets or County time
- Accepting loans, gifts, etc. from those who contract with the County
- Using information from the County for private gain or advantage



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DEPARTMENT POLICY-STANDARDS OF CONDUCT

- ❖ This policy establishes standards of conduct that are consistent with the values and mission of the San Diego County Probation Department and are expected of all department employees. The standards contained in this policy are not intended to be an exhaustive list of requirements and prohibitions but they do identify many of the important matters concerning conduct.
- ❖ The continued employment or appointment of every member of the San Diego County Probation Department shall be based on conduct that reasonably conforms to the guidelines set forth herein. Failure to meet the guidelines set forth in this policy, whether on- or off-duty, may be cause for disciplinary action.
- ❖ Employees are expected to demonstrate the highest standards of ethics and conduct. Employees shall comply with lawful directives and orders from any department supervisor or person in a position of authority, absent a reasonable and bona fide justification.

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POLICY

- ❖ Employees shall conduct themselves, whether on- or off-duty, in accordance with the United States and California Constitutions and all applicable laws, ordinances and rules enacted or established pursuant to legal authority.
- ❖ Employees shall familiarize themselves with policies and procedures and are responsible for compliance with each. Employees should seek clarification and guidance from supervisors in the event of any perceived ambiguity or uncertainty.



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POLICY- GENERAL STANDARDS

“Discipline may be initiated for any good cause. It is not mandatory that a specific policy or rule violation be cited to sustain discipline. This policy is not intended to cover every possible type of misconduct.”



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Why juvenile correction officers, on and off duty, should exemplify the highest ethical and moral standard:

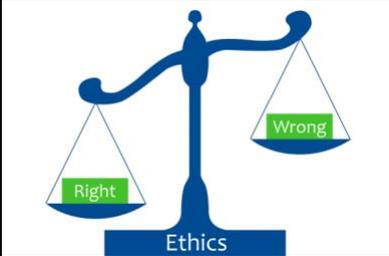
- Promotes professionalism
- Gains public support for the profession
- Earns the respect and confidence of peers
- Maintains a sense of self-worth and pride.



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VIDEO

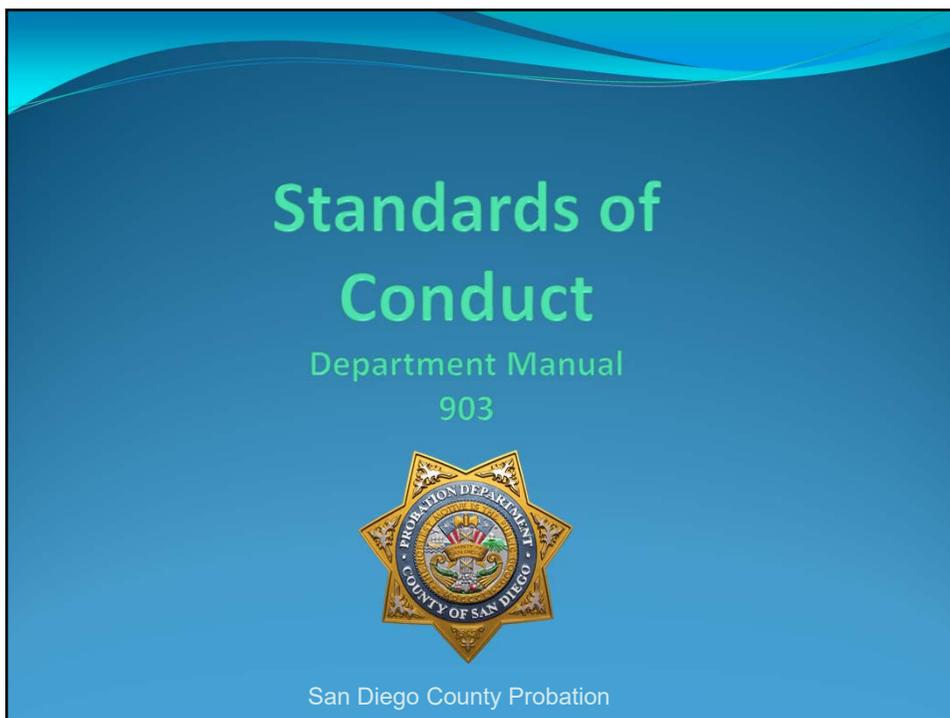


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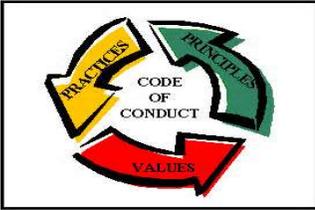
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STANDARDS OF CONDUCT

- Use of ID, Status, or Department Name to gain influence
- Use of Position of Behalf of Relatives, etc.
- Report Commitment of Relative or Friends in Writing to SPO
- Review of Work Performed by Relative or Friend
- Knowledge of Illegal Acts
- Use of Intoxicants or Drugs
- Bringing Intoxicants or Drugs to Work
- Weapons
- Use of Force
- Disclosure of Information
- Removal of Records
- Acceptance of gifts, gratuity or bribes
- Discrimination, Oppression or favoritism
- Inappropriate Personal Relationships



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STANDARDS OF CONDUCT

- False Information in Records
- Restraining Order
- Attendance- Report to work, follow hours
- Illness or Injury Report
- Residence and Telephone
- Media Contact
- Equal Opportunity-Fair / Honest
- Courtesy
- Derogatory language / profanity
- Truthfulness
- Neglect of Duty
- Lawful Conduct
- Obedience to a Lawful Order / Conflicting Orders
- Reference Letters
- Safety



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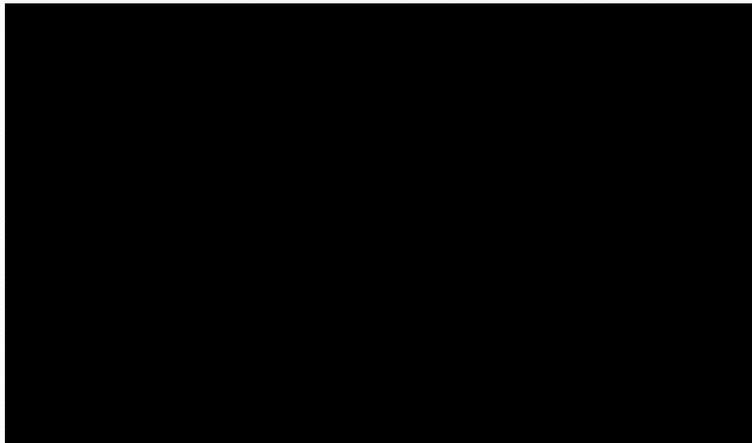
Are Ethics Really An Issue Today?



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New York Prison Escape



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LA Juvenile Hall

<http://www.latimes.com/local/lanow/la-me-in-probation-officer-sexual-assault-20170920-story.html#share=email~story>



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OTHER ETHICAL ISSUES

- Case Responsibility and Professional Ethics
- Employee Relationships with Clients
- Gifts or Gratuities
- Conflict of Interest
- Political Activity
- Use of County Property
- Use of Communication Equipment
- Operation of Vehicles
- Money and Property of Others
- Misappropriation of Property
- Food
- Off Duty Conduct
- Restraining Orders
- Sign-Offs



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PROBATION DEPARTMENT – CODE OF ETHICS

- ✓ Act Without Prejudice
- ✓ Uphold the Law with Dignity
- ✓ Be Objective in the Performance of My Duties
- ✓ Cooperate with Fellow Workers, Agencies, and the Public
- ✓ Protect Confidences
- ✓ Improve Professional Standards by Enhancing My Knowledge and Expertise



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Why it is necessary to take action when made aware of unethical and/or criminal conduct of other correctional professionals:

- Maintain public trust
- Prevent further misconduct
- Permit corrective action to take place
- Avoid possible administrative/criminal/civil actions
- Maintain staff morale

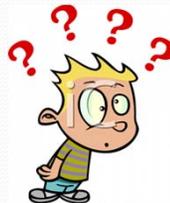


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ASK YOURSELF

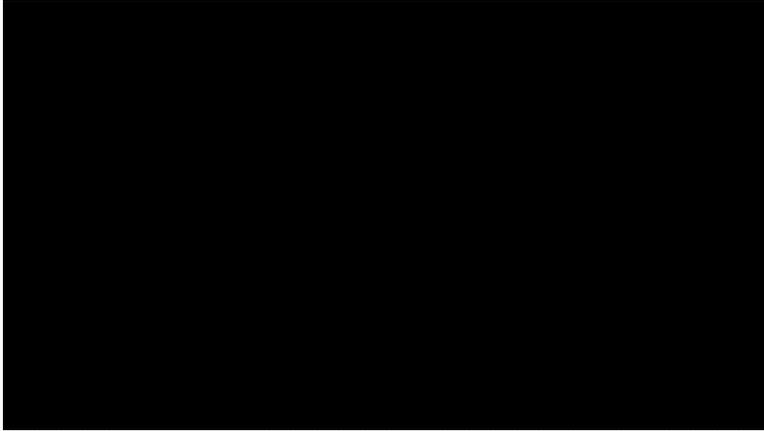
- What are your Ethical Expectations of *Yourself*?
- What are your Ethical Expectations of *Others*?



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Peace Officer Bill of Rights



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PEACE OFFICER BILL OF RIGHTS

Government Code Section 3300-3313

Gives added protections to Peace Officers

- Right to representation
- Right to be informed of the “nature” of the misconduct
- Reasonable interrogation (interview)

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PEACE OFFICER BILL OF RIGHTS

“With great power comes
great responsibility.”



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REVIEW

- Do Not Tolerate Unethical Behavior
- Confront the Situation or Report the Behavior
- Do Not Cover For Someone Else's Misbehavior
- Expect and Demand a Respectful and Ethical Work Environment



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QUESTIONS

Presented By:



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