

 Claresholm	CPO Code of Conduct		Policy #5.3.03
Department Owner:	Protective Services		
Policy Applies To:	Code of Conduct		
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Version #:	1.1	Resolution #:	
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Intent:

1. To comply with the Alberta Public Security Peace Officer Program Policy and Procedures Manual and the Peace Officer (Ministerial) Regulation.

Guidelines:

A peace officer must not:

1. Violate:

- a) An Act of Parliament of Canada;
- b) An Act of Legislature of Alberta;
- c) Any Regulation made under an Act of either Parliament of Canada or the Legislature of Alberta;
- d) Any provisions of the peace officer’s appointment;
- e) Any provisions of the Town of Claresholms authorizations;
- f) Any provisions of the Town of Claresholm job descriptions for the peace officer.

2. Act in a manner:

- a) That is disorderly, inappropriate or harmful to the discipline of peace officers, or that is likely to discredit the office of peace officers, or would be likely to discredit the reputation of law enforcement;
- b) Being insubordinate to a supervisor and/or authorized employer by word or action;
- c) Doing anything prejudicial to discipline or likely to bring discredit on the reputation of the authorized employer;
- d) Using oppressive or tyrannical conduct towards a subordinate;
- e) Using profane, abusive or insulting language to a co-worker or to any member of the general public;
- f) Differentially applying the law or exercising authority on the basis of race, color, religion, sex, physical disability, mental disability, marital status, age, ancestry or place of origin;
- g) Failing to exercise sound judgment and restraint in respect of the use of any restraining device and/or a use of force item such as a baton and/or O.C. spray and/or personal self-defense techniques;
- h) Applying inappropriate force in circumstances in which force is used;
- i) Failing to report the use of any restraining device and/or the use of use of force items such as a baton and/or O.C. spray and/or personal self-defense techniques as soon as practicable to their supervisor and/or their authorized employer;
- j) Using the peace officer’s authority as a peace officer when it is unnecessary to do so;
- k) Omitting or neglecting, without adequate reason, to carry out a lawful order, directive, rule or policy of the employer;

- l) Neglecting, without a lawful excuse, to promptly and diligently perform duties as a peace officer;
- m) Failing to report a matter that is the peace officer's duty to report;
- n) To willfully or negligently make or sign false, misleading or inaccurate statements or complaints in any official document or record;
- o) To destroy, mutilate or conceal records or property, or alter or erase an entry in a record;
- p) That makes known any matter the peace officer has duty to keep in confidence;
- q) That is abetting in or knowingly being an accessory to suppressing information, complaints or reports about any other peace officer;
- r) Failing to report anything a peace officer knows concerning a criminal or other charge;
- s) Failing to work in accordance with orders or leaving an area, detail or other place of duty without due permission or sufficient cause;
- t) Permitting a prisoner to escape on account of the peace officer being careless or negligent.

3. In relation to conflict of interest or apprehension of lack of integrity:

- a) Put themselves in a situation in which a peace officer, who is in a position of trust, has a competing professional or personal interest. Such competing interests can make it difficult to fulfill his or her duties impartially. A conflict of interest exists even if no unethical or improper act results. A conflict of interest can create an appearance of impropriety that can undermine confidence in the peace officer, the peace officer activity, and the office of peace officer. A conflict of interest could impair an individual's ability to perform his or her duties and responsibilities objectively;
- b) Willfully or negligently uses the peace officer's position for the peace officer's own advantage or another person's personal advantage or disadvantage;
- c) Fail to account for or to make a prompt and true return of money or property that the peace officer receives in the capacity of a peace officer;
- d) Become involved in a financial, contractual or other obligation with a person concerning whom the peace officer could reasonably expect to report or give evidence;
- e) Directly or indirectly ask for or receive payment, gift, or favor without consent of the authorized employer.

3. In relation to controlled drugs, controlled substances and alcohol while on duty:

- a) Consume or possess either;
- b) Report for duty, be on duty or be on stand by for duty while unfit to do so by reason of the use of either;
- c) Demand, persuade or attempt to persuade another person to give, purchase or obtain either.