

UNIVERSITY OF THE CORDILLERAS
College of Criminal Justice Education

MODULE in CRIMINOLOGY 6 (PROFESSIONAL CONDUCT AND ETHICAL STANDARDS)

Course:	CRIMINOLOGY 6
Course Title:	PROFESSIONAL CONDUCT AND ETHICAL STANDARDS
Course Credit:	3 Units
Contact Hours/week:	4 hours
Prerequisite:	None
Course Description:	

This course is an integration of values education, police ethics and police community relations (PCR). Initially, the study covers the general concepts and foundations of ethics with emphasis on the right Filipino values for national transformation and reformation of the Philippine police system. Discussions gradually focus on the effects of ethics and values in the society, the government and especially in the PNP. Ethics and values are studied as applied to the present Law Enforcement Code of Ethics and Police Professional Conduct as embodied under Section 1, Rule II of the PNP Rules and Regulations. Final topics deal on the development of PCR as well as the philosophies and foundations of good police community and human relations.

Course Outcomes: At the end of the course, the students are expected to:

1. Explain the foundations of ethics and values.
2. Discuss the salient points of the PNP code of professional conduct.
3. Evaluate the PNP core values and virtues and its impact to their performance.
4. Recite the law enforcement code of ethics in today's setting.
5. Appraise the moral/ethical weaknesses of the PNP causing incompetence and propose a solution for the problem.
6. Provide specific recommendations to upgrade the PNP capabilities after evaluating the law enforcement code of ethics, the code of professional conduct, ethical standards, and the PCR system.

Two Small Words

There are **Two Words** that when put together mean **many different things** to many different **people**. **Two Words** that can put **smiles** on people's faces or **anxiety** in their **hearts**. **Two Words** that may strike **hatred** in some and **love** in others. **Two Words** that are more than just words.



They are a title, an **occupation** and a career. Better yet, they are two words that describe a lifestyle. A lifestyle like no other for the men and women who choose to place a badge on their chest and promise to **serve and protect**.

A lifestyle that may require these persons to save, in a split second, someone's life while risking their own. A lifestyle that makes these persons face good and bad every single day that **others don't see**. A lifestyle that asks these persons to wake up every morning without the assurance they will come home that night. **Two words mean all that**. Two words that should forever be remembered. These two small words are

_____.

#CTTO

Module 1: 4 hours

Introduction to Ethics and Values

Learning Outcomes:

At the end of the lesson, students are expected to:

- explain the difference between ethics and morality; character and personality
- have deep understanding of human existence

Teaching-Learning Activity/Lesson Proper:

UNDERSTANDING ETHICS

Etymologically, the word ethics is coined from the Greek word "ethicos", or that which pertains to "ethos", the English translation of which is "custom" or "character". From this etymological meaning, ethics is taken to mean as a philosophical science that deals with the morality of human conduct or human acts.

What do we mean by "morality of human acts?" Morality of human acts refers to the goodness of the badness, the rightness or the wrongness of human acts.

Ethics is a **philosophical science**. This means that ethics is one of the many disciplines in philosophy.

Enhancement reading: http://www.bbc.co.uk/ethics/introduction/intro_1.shtml

Four Disciplines / Divisions in Philosophy:

1. Descriptive or Speculative – a discipline in philosophy that posits the question: What is the nature of reality? (Metaphysics)
2. Normative – a discipline in philosophy that posits the question: What is good and what is bad? Or what is right action and wrong action? (Moral philosophy)
3. Practical philosophy – a discipline in philosophy which reflects upon truth in relation to action. (Logic)
4. Critical philosophy – a discipline in philosophy that posits the question: What is truth? (Epistemology)

CHARACTER VS. PERSONALITY

Character	Personality
It is objective in nature. It is within a person.	It is subjective. It changes at point in time.
A particular system of trait that is permanent to each person.	A set of characteristics that each person possesses.
It is molded depending on his environment.	It influences how one behaves as well as one's motivation.
One's character shows on how the person acts and reacts to his or her peers and how she or he deals with everything that happens around him or her.	The image that one presents in front of other.

UNDERSTANDING MORALITY

Moral integrity is the only true measure of what man ought to be. The most successful professional, is nothing unless he too is morally upright. Thus, the philosophers speak of Ethics as the "only necessary knowledge".

Morality is the foundation of every human society. Without civic morality, communities perish; without personal morality their survival has no value. Every culture admits the importance of morality as a standard of behavior. When the moral foundation of a nation is threatened, society itself is threatened.

Morality is the quality of human acts by which they are constituted as good, bad or indifferent.

ETHICS VS. MORALITY

	Ethics	Morality
What is it?	The rules of conduct recognized in respect to a particular class of human actions or a particular group, culture, etc. It defines how things are according to the rules.	Principles or habits with respect to right or wrong conduct. It defines how things should work according to an individual's ideals and principles.
Source	Social system / External	Individual / Internal
Why we do it?	Because society says it is the right thing to do.	Because we believe in something being right or wrong.
Flexibility	Ethics are dependent on others for definition. They tend to be consistent within a certain context, but can vary between contexts.	Usually consistent, although can change if an individual's beliefs change.

MORALITY AND HUMAN EXISTENCE

- There is morality because there is man.
 1. Man is the only Moral Being by virtue of the following reasons.
 - a. Man is a being of action.
 - b. Man has intellect.
 - c. Man has will.
 2. Man as an Animal
 3. Man as a Rational Animal
 4. Intellect compared with will
 5. Concrete Basis of Morality

UNDERSTANDING VALUES

Undeniably, there is a metaphysical dependence of values in ethics, for values have ethics as one of their indispensable carriers. True enough, ethics and values support each other. An ethics without values is hollow and shallow and, therefore, weak. Values without ethics are paralytic. Needless to say, values are values even if they are not put into practice because primarily – not absolutely - values are objective. If values are construed this way, it can be inferred that they have nothing to do with ethics. The contention can be justified in view of the fact that not everything which is good is moral or ethical. In other words, not all values (good) are necessarily moral. The good in a glass of water – because it satisfies our thirst – does not qualify water as moral. The good in food – because it satisfies our hunger – does not make food moral as well.

General definition of Values

1. Values are the object of human desire and striving; they are also the subjective assessment of a particular object insofar as it is good.
2. Values are our beliefs, those beliefs which we hold to be true. Thus values inspire us to struggle towards our proximate and ultimate ends.
3. Values refer to things, person, ideas or goals which are important to life; they enable us to direct, understand, and evaluate our lives. Thus, they refer to our

ideals and our principles by which we live. Further, values are those which we like, approve, esteem, enjoy and prize.

Properties of Values

1. Values are subjective – when we say values are subjective, we mean that the existence and the validity of values are dependent upon on the feelings or attitudes of the subject.
2. Values are objective – when we say values are objective, we mean that the existence and the nature of values are independent of a subject.
3. Values are relative – this means that values have intrinsic limitation and imperfection.
4. Values are bipolar – this mean that values do not exist alone; they always exist with their counter values. Thus, values are either positive or negative.
5. Values are hierarchical – when we say values are hierarchical, we do not classify values but rather we rank them. When we rank values, we establish order of importance among them. The closest meaning of ranking values is prioritizing values.

ORGANIZATIONAL VALUES

Every organization has values that are important to the group. It will help the organization to survive. Organizations develop values much the same as each individual has developed values.

Enhancement reading:

<https://www.slideserve.com/rhys/introduction-to-ethics-values-and-attitudes>

UNDERSTANDING HUMAN ACTS

Human acts are actions that proceed from the deliberate free will of man. In a broader perspective, the term human acts refer to any activity performed by man. This activity could either be physical, spiritual, internal, or external. Moral philosophy, however, treats the term human acts not in its broader but in its stricter meaning. Moral Philosophy, therefore, understands human acts as actions that are proper only to man. These actions are those which man does not share with the brutes for human acts are rational and willed acts.

Three-fold Elements of Human Acts

1. Knowledge
2. Freedom
3. Voluntariness

HUMAN ACTS VS. ACTS OF MAN

Human Acts	Acts of Man
It requires man's rationality.	It does not require man's rationality.
It requires knowledge, freedom and voluntariness (elements of human acts)	Done without knowledge, without consent and involuntary.
	It does not need man's freedom and will.
Man takes responsibility of his action	It does not make man responsible for his action.

Visit also: <https://www.slideshare.net/espirtuanna/human-acts>

Enhancement Activity:

- 1. Briefly explain when can an act or attitude is considered
 - a. ethical and
 - b. moral
- 2. Identify whether the following are human act or act of man.
 - a. Looking
 - b. Seeing
 - c. Dreaming
 - d. Day dreaming
 - e. Breathing

Assessment:

- a. Based from the learning that you have gained in this module, what do you think could be the general effect or consequence/s if a person doesn't follow or do what is ethical and what is moral. Answer this by using the table below. Limit your answers to not more than 50 words. (30 points)

	Ethical	Moral
What if a person doesn't follow/do it?		

- b. Determine whether the following acts are considered human act or act of man. Put an **X** mark on the corresponding column in identifying your answers. (15 points)

	Human Act	Act of Man
1. killing by self defense		
2. theft by a kleptomania		
3. rape under the influence of drugs		
4. cheating in order to pass		
5. sleep walking		

References:

http://www.bbc.co.uk/ethics/introduction/intro_1.shtml
<https://www.slideshare.net/espirtuanna/human-acts>
<https://www.slideserve.com/rhys/introduction-to-ethics-values-and-attitudes>

Module 2. 8 hours

Foundation of Police Ethics

Learning Outcomes:

At the end of the lesson, students are expected to:

- Elucidate the Canons of Police Ethics and the Professional Police Principle
- Recite the law enforcement code of ethics
- Appraise the moral/ethical weaknesses of the PNP causing incompetence and propose a solution for the problem.

Teaching-Learning Activity/Lesson Proper

INTRODUCTION

Professional conduct and ethical standards and a high degree of honesty are more essential for officers and members of Philippine National Police (PNP) than for any member of the society. This is so, because they are entrusted with the enforcement of the rules, regulations and ordinances created by City/Municipality and the laws of the land created by the Congress that guide the conduct of society. A policeman's violation or infraction thereof, or his failure to enforce it, dishonor the law and the authority he represents.

See also sec. 2 of Chapter 1 of the PNP Ethical Doctrine on the Declaration of Policy.

<http://www.pnp.gov.ph/images/manualsandguides/DHRDD/Ethical-Doctrine.pdf>

DEFINITION OF TERMS

1. Police Ethics- It is the practical science that treats the principle of human morality and duty as applied to law enforcement.
2. Moonlighting- An act of a member of the PNP pursuing or following any calling or occupation, or the act of engaging in any business, which includes but not limited to all activities, jobs, work, and similar functions, performed, engaged in or undertaking by him, in or off duty hours with or without compensation, which is inconsistent or incompatible with the PNP duties or functions. Such as a bouncer, security guard, driver, bodyguard, confidential agent, watchman and any other occupations of similar nature, in any enterprise or establishment, public or private, which will prejudice the interest of law enforcement and public safety.
3. Ethical standard – it refers to the set of conducts and behavior governing a group, a class or organization.
4. Police customs and social decorum – a set of norms and standards practiced by members during social and other functions.
5. Nonfeasance/Neglect of Duty- It is the omission of some act, which ought to be performed. It is the omission or refusal without sufficient excuse, to perform an act or duty, which as a peace officer's legal obligation to perform.
6. Misfeasance/Irregularities in the Performance of Duty- It is the improper performance of some act which might lawfully be done.
7. Malfeasance- It is the performance of some act which ought not to be done. It is the doing either through ignorance, inattention or malice, of that which the

officer had no legal right to do at all, as when he acts without any authority whatsoever, or exceeds, ignores, or abuses his powers.

8. Incompetency- It is the manifest lack of adequate ability and fitness for the satisfactory performance of police duties. This has reference to any physical and intellectual quality, the lack of which substantially incapacitates one to perform the duties of peace officers.

9. Oppression- Imports an act of cruelty, severity, unlawful execution, or excessive use of authority.

10. Dishonesty- It is the concealment or distortion of truth in a manner of a fact relevant to one's office or connected with the performance of his duties.

11. Disloyalty to the Government- Consist of abandonment or renunciation of one's loyalty to the Government of the Philippines, or advocating the overthrow of the government.

12. Public official- Includes elective and appointive officials and employees, permanent or temporary, whether in the career or non-career service, including military and police personnel, whether or not they receive compensation or not, regardless of amount.

13. Public Officer or Employee- It means any person holding any public office or employment by virtue of an appointment, election or contract, and any person holding any office or employment, by appointment or contract in any state-owned or controlled corporation.

14. Gift- It refers to the thing or right disposed gratuitously, or any act of liberality in favor of another who accepts it, and shall include a simulated sale or ostensibly onerous disposition thereof. It shall not include an unsolicited gift of nominal or insignificant value not given in anticipation of, or in exchange for a favor.

ETHICS IN THE PHILIPPINE NATIONAL POLICE (PNP)

The PNP Professional Conduct and Ethical Standard are based from existing laws covering public servants as embodied in the Constitution, Revised Penal Code, RA 6713 (The code of Conduct and Ethical Standards for Public Officials and Employees), and other related statutes. The ethical conduct and standard of the PNP is further enhanced to fit in their nature of their creation as embodied in the Constitution which is civilian in nature but military in manner.

In relation to RA 6713 read also

<https://dilg.gov.ph/issuances/ra/RA-6713-Code-of-Ethics-and-Ethical-Standards-/1>

FIVE PILLARS TOWARDS AN ETHICAL PNP MEMBER

1. Background of the applicants – this includes the qualification like educational attainment and morality.

2. Type of training – strengthening the behavior of the selected applicant is believed to be the objective of the PNP training.

3. Response to training – trainees' obedience to legal orders is indispensable in undergoing the training.

4. Determination – trainees' determination to pursue the required training.

5. Ability to rise when fall – It is but natural to fail but what matter is the ability to rise especially when put in hot water. Facing the consequences of our action is a sign of maturity.

CANNONS OF POLICE ETHICS

1. Primordial Police Responsibility

- The primary objective of police is the prevention of crime.

2. Limitation of Police Authority

- As an upholder of the law, policemen must know the limitation in enforcing the law, thus:
 - a. He must be aware of the limitations which the people, through law, have placed him.
 - b. He must recognize the center of the democratic system of government, which gives person or group of persons, absolute power.
 - c. He must insure that he does not pervert its true character.
- 3. Knowledge of the Law and other Responsibility
 - The policeman shall assiduously apply himself to the principles of the laws, which he is sworn to apply.
 - a. He will make certain of his responsibilities in the particular field of enforcement, seeking aid of his superior in matters technically or in principles not clear to him
 - b. He shall make special effort to fully understand his relationship with law enforcement agencies, particularly on matters of jurisdiction, both geographically and substantively.
- 4. Use of proper Means to Obtain Proper Ends
 - a. The policeman shall be mindful of his responsibility to have strict selection of methods in discharging the duty of his office.
 - b. Violation of law or public safety and property on the part of the officer are intrinsically wrong. They are self-defeating if they instill in the public mind.
 - c. The employment of Illegal methods, no matter how worthy the end, is certain to encourage disrespect for the law and its officers, If the law is to be honored, it must first be honored by those who enforce it.
 - d. it is the proper performance of duty not the nobleness of the objective or mission which should guide every police officer.
- 5. Cooperation with Public Officials
 - a. The policeman shall cooperate fully with other public officials in the performance or authorized duties, regardless of party affiliation or personal prejudices.
 - b. He shall be meticulous in law, however, in assuring himself as property, under the law, such actions shall guard against the use of his office or person whether knowingly or in any improper or illegal action.
- 6. Proper Conduct and Behavior
 - a. The policeman shall be mindful of his special identification by the public as an upholder of law.
 - b. The community and the service require that the policeman leads the life of decent and honorable person, following the career of policeman gives no special pre-requisite.
 - c. being a law enforcement officer is a noble profession, it follows that every law enforcer must think, act and speak with decency and appropriately.
- 7. Conduct towards the Community
 - a. The policeman shall be mindful of his responsibility to the community
 - b. He shall deal with individuals of the community in the manner calculated to instill respect for its law.
 - c. He shall conduct his official life in a manner that will inspire confidence and trust.
 - d. He will do neither personal preference nor prejudice but rather a duly appointed officer of the law discharging his sworn obligation.
- 8. Conduct in Arresting Law Violator
 - a. Policeman shall use his powers to arrest in accordance with the law and with due regard to the rights of the citizen concerned.
 - b. He shall, at all times, have a clear appreciation of his responsibilities and limitation regarding the detention of the accused.
 - c. He shall conduct himself in such a manner as will minimize the possibility of having to use force.
 - d. He shall cultivate a dedication to the people and the equitable upholding of the law whether in the handling of the accused or law-abiding citizen.

9. Firmness in Refusing Gifts or Favors

- a. Policeman representing the government bears heavy responsibility of maintaining, in his conduct, the honor and integrity of all government institution.
- b. He shall guard against placing himself in a Position in which the public can reasonably assume that special consideration is being given.
- c. He shall be firm in refusing gifts, favors or gratitude, large or small, which can be public mind, be interpreted as capable of influencing his judgment in the discharge of his duties.

10. Attitude towards Police Profession

- a. Policeman shall regard the best possible of his duties as a public trust and recognize his responsibilities as a public servant.
- b. He shall strive to make the best possible application of science to the selection of the crime and in the field of human relation.
- c. He shall strive for effecting leadership and public influence in matters affecting public safety.
- d. He shall appreciate the importance and responsibility of his office, and hold police work to be an honorable profession rendering valuable service to his community.
- e. Through study and experience, a police officer can acquire the high level of knowledge and competence that is essential for the efficient and effective performance of duty. The acquisition of knowledge is a never-ending process of personal and professional development that should be pursued constantly.

11. Impartial Presentation of Evidence

- a. Policeman shall be concerned equally in the prosecution of the accused or for the defense of the innocent
- b. He shall ascertain what kind of evidence and shall present such evidence impartially and without malice.
- c. He shall ignore social, political and all other distinction among the person involved, strengthening the tradition of reliability and integrity of an officer's word.

PROFESSIONAL POLICE PRINCIPLE

- 1. Prevention of crime and disorder
- 2. Cooperation of community
- 3. Unreasonable force reduce community cooperation
- 4. Use of Reasonable Force When Persuasion Is Not Sufficient
- 5. Impartial Enforcement of Laws
- 6. The Community Are the Police
- 7. Police Should Not Usurp Judicial Powers
- 8. Reduction of Crime and Disorder
- 9. Rule of Enforcement Impartially Observed
- 10. Police Discretion

LAW ENFORCEMENT CODE OF ETHICS

As a law enforcement officer, my fundamental duty is to serve mankind; to safeguard life and property; to protect the innocent against deception, weak against oppression or intimidation and the peaceful against violence or disorder: and to respect the constitutional rights of all men, liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint and be constantly mindful of the welfare of others. Honest in thought and in deed both my personal and official life. I will be exemplary in obeying the laws of the land and regulations of my organization. Whatever I see or hear of a confidential in nature or is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities or friendship to influence my decision; with no compromise for crime and with relentless prosecution of criminals. I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities in return.

I recognize the badge of my office as a symbol of public faith and I accept it as a Public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of Justice.

I know that I alone is responsible for my own standard or professional performance and will take every reasonable opportunity to enhance and Improve my level of knowledge and competence. I will constantly strive to achieve these objectives and ideals, dedicating myself before God and my chosen profession.... Law Enforcement.

NOTE:

- a. read your notes for the entire explanation of this Code of Ethics
- b. **MEMORIZE** the Law Enforcement Code of Ethics and be ready anytime to recite this in a virtual platform.

TENETS OF DISCIPLINE

All policemen at all levels shall adhere to the eight tenets of discipline, which include the following:

- a. One of the first signs of discipline is the stage of orderliness and cleanliness of the policeman's place or work. If a police station is unkept, people cannot expect the kind of positive responds to their needs.
- b. All police actions must be characterized by courtesy and discipline.
- c. All objectives of the PNP must always be for the Public interest and not private interest. The people must feel that they are welcome to approach any member of the PNP for assistance.
- d. All citizens must be treated with dignity and respect.
- e. All police actions must be in accordance with the law. Respect for human rights and other laws of the land must be primordial concern in the exercise of Police duties/
- f. Basic police service must be rendered, equitably for all citizens and must not give in exchange for any favor, reward or condition.
- g. Involvement of police personnel in syndicated crime particularly illegal gambling must not be tolerated.
- h. There is no substitute for leadership by example. Police Commanders, as model of public service, must show proper behavior not only to their subordinates but also to the people.

Who is a Filipino Policeman?

- A Filipino policeman is a protector and a friend of the people.
- His badge is the symbol of the citizen's faith and trust, his uniform a mirror of decorum and integrity.
- His whole human person an oblation of enduring love for homeland, fellowmen and God.
- A Filipino policeman emulates the valor of Lapu-lapu, serenity of Rizal, the leadership of Aguinaldo, the courage of Bonifacio, the idealism of Del Pilar, the wisdom of Mabini and the fortitude of Gomez, Burgos and Zamora.
- A Filipino policeman has oath for his republic to uphold: to defend the constitution, honor the flag, obey the laws and duly constituted authorities. He has covenant with his people to comply: to safeguard and protect them even beyond the call of duty. And he has a legacy for his family to fulfill: to bequeath unto them the one and only treasure of his life – an unblemished name.

The Policeman and his Badge

Pointedly enough, it is precisely upon grounds of reliability and unreliability, fidelity or infidelity in the performance of his duties that the badge of a policeman assumes paramount significance.

This is because the badge could either be the symbol of the citizen's faith and trust in the policeman or the harbinger of their contempt and derision for him, all depending upon efficiency or inefficiency in the execution of the policeman's task or mission.

But whatever it may be, the salient point remains that the policeman's badge stands out as the embodiment of his entire personality, both as a citizen and a public servant, yes, a badge that beckons the policeman to commit himself to the democratic way of life and, even more, to maintain the principle of public accountability.

Furthermore, the badge flashes incessantly to the mind and heart of the policeman his inescapable concern, commitment and obligation to uphold at all times the constitution and be loyal to his country, people and organization over and above loyalty to any other person or organization.

Visit also <http://www.pnp.gov.ph/index.php/about-us/pnp-seal-badge>

The Policeman and his Uniform

The gestures and attitudes of internalizing and externalizing could aptly project to the fore the fierce relevance and significance of the uniform of the policeman.

This is because what a policeman has internalized or ingested in terms of discipline, conduct, insight and decorum is externalized or unfolded by his uniform on points of among others, physical appearance, social graces, professional bearing, and personal comportment.

More importantly, the uniform bespeaks not only of the authority and prerogatives of the peace keeper and law enforcer donning or wearing such uniform but, equally worthwhile, the intellectual, moral and spiritual cast and mold of the person inside that uniform. Just as what abounds in the heart is spoken by the mouth, so what values and virtues are acquired and ingested, or not ingested and acquired, as the case may be, are bound to have a repercussion or reflection on his uniform.

If a policeman is neglectful or remiss in his interior breeding, upbringing, and posturing, there surges the imminent and potential likelihood that such shortcomings would find shape and form in his untidy, sloppy and repulsive uniform.

Indeed, a well-meaning and disciplined member of the force realizes without being told that the citizenry looks upon and discerns the policeman as distinctively a man among gentlemen and a gentleman among men, a circumstance and factor that prompts such citizenry to hail as a gratifying sight when the men and women in the police service wear their uniform properly wherever they may be.

Visit also <http://www.pnp.gov.ph/index.php/resources/pnp-uniform>

The Policeman and his Oath

In raising their hand in solemn attestation and affirmation of their oath, our new breed of peace keepers and law enforcers, imbued and invigorated as they are with their collateral concern and commitment to socio-economic development and nation-building, have plunged themselves, in consortium with the other relevant agencies and instrumentalities of the Republic, into a vast battlefield on which to wage constructive wars.

It is with greater relevance to have to point out just the same the sacrificial implication of the oath engendering a beatific irony, if we are to consider the fact that while on one hand the member of the police service is impliedly exhorted under his oath to love his country and endear his family, on the other hand, when, in response to the same oath, the supreme cause of his official duty exacts upon him to offer his very life, he cannot help but leave behind him forever his endeared family and his beloved country.

This is because this sacrificial human victim is very much a part and parcel of one profession, the police profession, whose oblation to GOD, country and people finds its august limits only in death.

To the present-day members of the nation's police service, the oath of loyalty to GOD, country and people could also serve as reminder of their comrades who died in line of duty or otherwise met their untimely demise in the hands of the enemies of societies, yes, offering their lives so that their countrymen could live in peace, solace, and security that they have learned to enjoy and cherish.

Enhancement Activity:

1. Name at least 3 types of PNP authorized uniforms and cite situation/s when it is properly used. Use the table below for your answers. (30points)

Type of uniform	When to use
1.	
2.	
3.	

2. What does the PNP Badge symbolize? (20 points)



Assessment:

1. Ethics is defined as the "standards of conduct and moral requirements" necessary to function effectively within an organization or profession.
 - a. In the law enforcement context, explain what ethics is. (20 points)
2. There are many challenges to Police Ethical Behavior that affect the PNP organization. An example of this is the involvement of some PNP members in crimes as perpetrator rather than protector. Based on statistics, most crimes by police officers were found to have been committed by Patrolman (PO1) – Police Staff Sergeant (PO3) ranks.
 - a. From the facts above, identify one glaring reason why some members of the PNP organization are involved in the commission of crimes. Justify your answer. (Not more than 50 words). 30 points
 - b. What solution can you proposed to at least minimize or eradicate the reason (your answer in letter a) that affects the ethics of the PNP? (Not more than 30 words). 30 points.

References:

<http://www.pnp.gov.ph/images/manualsandguides/DHRDD/Ethical-Doctrine.pdf>
<https://dilg.gov.ph/issuances/ra/RA-6713-Code-of-Ethics-and-Ethical-Standards-/1>

<http://www.pnp.gov.ph/index.php/about-us/pnp-seal-badge>

<http://www.pnp.gov.ph/index.php/resources/pnp-uniform>

Module 3. (2.5 hours)

CODE OF PROFESSIONAL CONDUCT AND ETHICAL STANDARD

Learning Outcomes:

At the end of the lesson, students are expected to:

- Explain the importance of the ethical doctrine in the police service
- Enumerate the PNP core values
- Recite the police officer's creed
- Explain the PNP stand on basic police-related issues

Teaching-Learning Activity/Lesson Proper

PNP ETHICAL DOCTRINE

The PNP Ethical Doctrine was culled from the PNP Code of Professional Conduct and Ethical Standards (COPCES). The adoption of the PNP Code of conduct as an Ethical Doctrine reinforces the former as an effective instrument in the moral values' internalization in the PNP.

THE PNP CORE VALUES

The police service is a noble profession which demands from its members specialized knowledge and skills, as well as high standards of ethics and morality. In this regard, the members of the PNP must adhere to and internalize the enduring core values of the PNP such as;

- a. love of God.
- b. respect for authority.
- c. respect for women.
- d. respect for sanctity of marriage.
- e. responsible dominion and stewardship over material things
- f. truthfulness

THE POLICE OFFICER'S CREED

I believe in God, the Supreme Being, a great provider, and the creator of all men and all dear to me. In return, I can do no less than love Him above all, seek his guidance in the performance of my sworn duties and honor Him at all times.

I believe that respect for authority is duty. I respect and uphold the constitution and the laws of the land and the applicable rules and regulations. I recognize the legitimacy and authority of the leadership, and follow and obey legal orders of my superior officers.

I believe in selfless love and service to people. Toward this end, I commit myself to the service of my fellowmen over and above my personal convenience.

I believe in the sanctity of marriage and respect for women. I shall set the example of decency and morality and shall have high regard for family life and chastity.

I believe in the responsible dominion and stewardship over material things. I shall inhibit myself from ostentatious display of my property. I shall protect the environment and conserve nature to maintain ecological balance. I shall protect private and public properties and prevent others from destroying it.

I believe in the wisdom of truthfulness. I must be trustworthy and shall speak the truth at all times as required by my profession.

PNP STAND ON BASIC ISSUES

The deployment and employment of the PNP personnel require the organization and its members to bare their stand on the following basic issues.

1. PNP Image – The image of any organization affects the esprit d' corps, morale and welfare of the members, and sense of pride to the organization. In view thereof, all members of the PNP should conduct themselves in manner that would not place the PNP core values in vain and possess the following virtue:

- | | |
|--------------|---------------------------|
| a. Honor | e. Honesty |
| b. Integrity | f. Humility |
| c. Valor | g. Charity |
| d. Justice | h. Loyalty to the service |

2. Career Management, the Key to Professionalism – The Proper implementation of the PNP's Career Management will greatly enhance the personnel professionalization process with regards to procurement, training, promotion, assignment, placement, awards and retirement. The PNP shall formulate a stringent policy and strictly implement the human resources development system, compatible to the equitable distribution of procurement, fair promotion, rationalized approach in assignment, skill development, immediate grant of reward and award, and decent living upon retirement.

3. Police Management Leadership – The effectiveness of law enforcement is reflective of the managerial capabilities and competent leadership of the men and women who run the PNP organization. These attributes must therefore be one of the primary bases for consideration in the selection of personnel for employment and deployment purposes.

4. Equality In the Service – There shall be judicious and equitable distribution of opportunity to prove one's worth in the police service. The problem on inequity thru class orientation and factionalism, both real and perceived, premised on favored assignment, inequitable opportunity of training, unfair granting of promotion, and untimely awarding of achievements, will create an atmosphere of demoralization. The result is inefficiency and lack of teamwork to the detriment of the organization. It behooves. Therefore, on the PNP leadership address the situation. The civilian character of the organization requires adherence to the rule on merit and fitness system and to dissociate the above process from class orientation and factionalism.

5. Delicadeza - In consonance with the requirements of honor and integrity in the PNP, all members must have the moral courage to sacrifice self-interest in keeping with the time-honored principle of delicadeza.

6. Police Lifestyle - The PNP shall promote and maintain a lifestyle for its members which the public will find credible and respectable. The public expects a police officer

to live a simple and dignified life. They must be free from greed corruption and exploitation.

7. Political Patronage - PNP members shall inhibit themselves from soliciting political patronage on matters pertaining to assignment, award, training and promotion.

8. Human Rights - All PNP members must respect and protect human dignity and man's inalienable rights to life, liberty and property.

Visit also <http://www.pnp.gov.ph/images/manualsandguides/DHRDD/Ethical-Doctrine.pdf>

Enhancement Activity:

The PNP's credibility was greatly affected because of many issues like the following:



1. As a future member of the organization, what can you propose to minimize these police related issues? (Not more than 50 words, 40 points)
2. **MEMORIZE** the Police Officers Creed and be ready anytime to recite this in a virtual platform).

Assessment:

1. In not more than 20 words briefly explain the purpose of the ethical doctrine in the police service. (30 points)
2. Every organization will be effective only if it develops good values. In this regard, the PNP has internalized its own core values (mentioned above). Aside from these core values, name or add at least 5 values that every PNP member should adhere. For not more than 20 words, explain 1 of these values. (30 points)

References:

<http://www.pnp.gov.ph/images/manualsandguides/DHRDD/Ethical-Doctrine.pdf>

<http://www.pnp.gov.ph/images/manualsandguides/DHRDD/Ethical-Doctrine.pdf>

Module 4. 4 hours

PROFESSIONAL CONDUCT AND ETHICAL STANDARD

Learning Outcomes:

At the end of the lesson, students are expected to:

- Evaluate the standards of police professionalism and the ethical standards practice in the PNP

Teaching-Learning Activity/Lesson Proper

STANDARD OF POLICE PROFESSIONALISM

All members of the PNP shall perform their duties with excellence, competence, integrity, intelligence and expertise in the application of specialized skill and technical knowledge.

Professionalism refers to the conduct and qualities that characterize a particular profession. Professionalism in policing necessitates viewing the position of police officer as a profession, rather than simply as a job. A profession is a calling that requires specialized knowledge and particular academic training.

POLICE PROFESSIONAL CONDUCT

All members of the PNP shall observe the following professional police conduct:

1. Commitment of Democracy

- a. Uniformed PNP members shall commit themselves to the democratic way of life and values and maintain the principles of public accountability.
- b. They shall at all times uphold the constitution and be loyal to our country, people and the police organization.

2. Commitment to Public Interest

- a. PNP members shall always uphold public interest over and above personal interest.
- b. All government properties, resources and powers of their respective offices must be employed and used effectively, honestly and efficiently, particularly to avoid wastage of public funds and revenues.

3. Non-Partisanship

PNP members shall provide service to everyone without discrimination regardless of party affiliation in accordance with existing laws and regulations.

4. Physical Fitness and Health

All PNP members shall strive to be physically fit and in good health at all times. Towards this end, they shall undergo regular exercises and annual medical examination in any PNP hospital or medical facility.

5. Secrecy Discipline

All PNP members shall guard the confidentiality of classified

information against unauthorized disclosure, including confidential aspect of official business, special orders, communication and other documents, roster or any portion thereof, contents of criminal records, identities of person who may have given information to the police in confidence and other classified information on intelligence materials.

a. Official Business

Members of the PNP Shall treat official business confidential and shall not impart the same to anyone except those for whom it is intended, or as directed by their superior officer, or as required by law.

b. Special Order

PNP members shall not divulge to any unauthorized person any special order or classified document which they may be made accessible to or may receive or may pass their hands.

c. Roster

PNP Members shall not divulge the roster or any portion thereof to any individual, firm or corporation, or similar entity.

d. Criminal Record

Contents of criminal record shall not be exhibited or divulge to any person other than duly authorized police officers or upon approval of their superior officers, or as required by law.

e. Identify of Person

PNP members shall respect the confidence of persons who may give information or seek the aid of the police names and business or addresses be not made public except when required by law, or which it is absolutely necessary in the performance of duty.

6. Social Awareness

All PNP members and their immediate family members shall be encouraged to actively get involved in the religious, social, and civic activities to enhance image.

7. Non- Solicitation of Patronage

All PNP members shall seek self-improvement through career development and shall:

- a. Not directly or indirectly solicit influence or recommendation from politicians, high-ranking government officials, and prominent citizens, persons affiliated with civic or religious organizations with regard to their assignments, promotions, transfer or related advantage.
- b. Nor shall they initiate any petition to be prepared and presented by citizens in their behalf.
- c. Moreover, they shall advise their immediate relatives not to interfere in the activities of the police service particularly in the assignment and reassignment of personnel.
- d. Not, at any time, suggest, solicit or recommend to any party or accused with pending case, the employment of any particular bondsman or counsel for his defense or release.

8. Proper Care and Use of Public Property

- a. Members shall be responsible for the security, proper care and use of public property issued to them and/ or deposited under their care and custody. Unauthorized use of public property for personal convenience or gain and that of their families, friends or relatives are strictly prohibited.

- b. Retiring, reassigning, or dismissed members of the PNP shall immediately surrender their badges, service firearms, identification cards, other insignia of office, and other property of the PNP which may be in their possession or under their responsibility.
- c. All recovered property, used in the commission of crime or alleged to be so, property legally seized, found or surrender and those found on the person of a prisoner; shall be properly tagged and immediately delivered to the proper custodian for disposition.

9. Respect for Human Rights

- a. In the performance of their duty, PNP members shall respect human dignity and uphold human rights of all persons.
- b. He shall not inflict, investigate, or tolerate extra-judicial killing, arbitrary arrest, any act of torture or other cruel, inhuman or degrading punishment.
- c. He shall not invoke superior order or exceptional circumstances such as state of war, a threat to national security, internal political instability or any committing such violation of human rights.

10. Devotion to Duty

- a. All PNP members shall perform their duties with devotion, and manifest concern for public welfare.
- b. He shall refrain from engaging in any activity which shall be in conflict with their duties as public servants.
- c. He shall not rein sickness or Injury or Physical incapacity to avoid performance of duty.
- d. He shall not leave his assigned jurisdiction of official business, except by permission of his superior officer or other competent authority, unless such permission is not practical as in hot pursuit of a criminal, in which case a report must be made immediately thereafter.

11. Conservation of Natural Resources

Policemen shall help in the development and conservation of our natural resources for ecological balance and posterity as these are inalienable heritage of our people.

12. Discipline

They shall conduct themselves at all times in keeping with the rules and regulations of the Philippines.

13. Loyalty

Above all, policemen must be loyal to the Constitution and to the police service as manifested by their loyalty to their superiors, peers and subordinates as well.

14. Obedience to Superior.

- a. Policemen of lower ranks must be always courteous and obedience to their superior and other appropriate authorities within the chain of command.
- b. No members shall use abusive, insulting or indecent language to another member.

15. Command Responsibility.

- a. In accordance with the Doctrine of Command Responsibility, immediate commanders shall be responsible for the effective supervision, control and direction of their personnel.
- b. He shall see to it that all government resources with laws and regulations and safeguard against losses thru illegal and improper disposition.

POLICE ETHICAL STANDARDS

All PNP members shall observe the police **ethical standards**, which pertain to established and generally accepted moral values. Ethical standard to be observed are the following:

1. Morality

- a. All PNP members shall adhere to high standards of morality and decency and shall set good example for others to follow;
- b. In no instance during their terms of office shall they be involved as owner, operators, manager or investor in any house of ill-repute or illegal gambling den or other places devoted to vices;
- c. Nor shall they patronize such places unless on official duty, and not tolerate operations of such establishment in their respective areas of responsibility.
- d. They shall be faithful to their lawfully wedded spouse.

2. Judicious use of Authority

All PNP Members shall exercise proper legitimate use of authority in the performance of duty.

3. Integrity

Policemen shall not allow themselves to be victim of corruption and dishonest practices in accordance with the provisions of Republic Act No. 6713 and other applicable laws.

4. Justice

All PNP members shall strive constantly to respect their rights as human beings, parents, children, citizens, workers, leaders or in other capacities and to see to it that others do likewise.

5. Humility

a. All PNP members shall recognize the fact that they are public servants and not the master of the people and toward this end; they should perform their duties without arrogance.

b. They should also recognize their own inadequacies, inabilities and limitations as individuals and perform their duties without attracting attention or expecting the applause of others.

5. Orderliness

All PNP members shall follow logical procedure in accomplishing task assigned to them to minimize waste in the use of time, money and efforts.

6. Perseverance

Once a decision is made, all PNP members shall take legitimate means to achieve the goal even in the face of internal or external difficulties, and despite of anything which might weaken their resolve in the course of time.

Enhancement Activity:

1. Research 1 article (any source) about the PNP that portrays any of the above enumerated professional conduct and ethical standards and identify what particular conduct or standard is being portrayed. Justify your answer. (30 points)

Assessment:

1. Commitment to democracy is just one of the many police professional conducts that every PNP member shall observe. Under this, PNP members shall maintain the principle of public accountability. Remember, public office is a public trust.
 - a. Explain or elaborate what is meant by "public office is a public trust". (Not more than 40 words, 30 points)
2. Judicious use of an authority as an ethical standard does not include putting the law into one's hand. In relation to this;
 - a. What can a PNP member do in seeking justice when he himself is a victim of lawlessness? (Not more than 40 words, 30 points)

- b. Can any aggrieved PNP member allowed to serve a warrant of arrest against his oppressor?(Justify your answer in not more than 30 words. 30 points)

Reference:

<http://www.pnp.gov.ph/images/manualsandguides/DHRDD/Ethical-Doctrine.pdf>

Module 5. 4 hours

CUSTOMS AND TRADITIONS

Learning Outcomes:

At the end of the lesson, students are expected to:

- Identify the police customs and traditions that promote professionalism and ethical conduct in the PNP

Teaching-Learning Activity/Lesson Proper

The PNP adopts the generally acceptable customs and traditions based on the desirable practices of the police. These shall serve as an inspiration to the PNP endeavor to attain its goals and objectives.

Definition of Terms

Customs - Social practices carried by tradition that has obtained the force of law.

Traditions - Bodies of belief, stories, customs and usage handed down from generation to generation with the effect of an unwritten law.

Courtesy - A manifestation or expression of consideration and respect for others.

Ceremony - A formal act or set of formal acts established by customs or authority as proper to special occasion.

Social Decorum - A set of norms and standards practiced by members during socials and other functions.

Police Customs on Courtesy - The following are courtesies in the PNP:

1. Salute
2. Salute to National Color and Standard
3. Address/Title
4. Courtesy Calls
 - a. Courtesy Call on Newly Assigned/ Promoted/ Appointed member
 - b. Christmas Call
 - c. New Year's Call
 - d. Promotion Call
 - e. Exit Call
5. Courtesy of the post
6. Rank has its own Privilege (RHIP)

Police Customs on Ceremonies - The following are customs and ceremonies that must be observed by all PNP members.

1. Flag Raising Ceremony
2. Flag Retreat Ceremony
3. Half-Mast
4. Funeral Service and Honors
5. Ceremony Tendered to Retiree
6. Honor Ceremony
7. Turn-Over Ceremony
8. Wedding Ceremony
9. Anniversary

Police Customs on Social Decorum - The following are the police customs on social decorum:

1. Proper Attire
2. Table Manners
3. Social Graces
4. Uniform/ Appearance - observe the following:
 - a. Wearing of prescribed uniform.
 - b. Wearing as part of the uniform, awards and decorations earned in accordance with the prescribed rules and regulations.
 - c. Adherence to haircut prescribed by the rules and regulations.
 - d. Manner of walking

Other Police Customs

1. Visiting the sick
2. Survivor Assistance to Heirs of Deceased members
3. Visiting the religious Leaders
4. Athletics
5. Happy Hours

Police Traditions - The traditions that policemen must adhere to:

1. Spiritual beliefs
2. Valor
3. Patriotism
4. Discipline
5. Gentlemanliness
6. Word of Honor
7. Duty
8. Loyalty
9. Camaraderie

Reading enhancement: find the explanations of this PNP customs and traditions by visiting <http://www.pnp.gov.ph/images/manualsandguides/DHRDD/Ethical-Doctrine.pdf>

Assessment:

- A. Identification.** Give what is being called for:
1. This is considered as the highest form of police/military courtesy. **SALUTE**
 2. What tradition is being referred when PNP members' sacrifices their limbs and lives for the sake of their countrymen whom they have pledged to serve? **VALOR**
 3. This is a ceremony done to the flag in respect to deceased uniformed members of the command. **Raising the flag at half-mast**
 4. PNP members stand at attention and salute the national color and standard as these pass by them or when the national color is raised or lowered during ceremonies. **Salute to National Color and Standard**
 5. What is the most common word used by PNP members with lower ranks in addressing their superiors or members with higher ranks and position. **Sir/Ma'am**
 6. A police tradition where PNP members manifest their love of country by vowing to defend the constitution. **Patriotism**
 7. What is manifested by the PNP members' deep commitment and concern for one another? **Camaraderie**

B. Matching Type: Match column B to column A. Write the corresponding letter of your best choice in column C.

Column A	Column B (Customs and traditions)	Answers
1. This refers to the usual greeting rendered by uniformed members upon meeting and recognizing a person entitled to this.	A. Promotion call	F
2. It means observance of social norms as required by good breeding.	B. Social graces	J
3. The host police unit extends hospitality to visiting personnel who pay respect to the command or unit.	C. Gentlemanliness	I
4. This courtesy is extended when PNP members are usually given due recognition and congratulations by their peers for such deserved accomplishment.	D. Table Manners	A
5. It is a sign of respect for others.	E. Word of Honor	G
6. A tradition in the PNP that is exemplified by being dignified in appearance, and sincere in their concern to fellowmen.	F. Salute	C
7. This is manifested by innate obedience to lawful orders.	G. Courtesy	H
8. A police tradition that serves as a bond among PNP members.	H. Discipline	E
	I. Courtesy of the Post	
	J. Etiquette	

Reference:

<http://www.pnp.gov.ph/images/manualsandguides/DHRDD/Ethical-Doctrine.pdf>

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END of MIDTERM COVERAGE