

# ETHICS

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- **Welcome and congratulations!**
- Please silence your phones.
- Business? Step outside to handle it.



# Group Intro Exercise

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- Name & Assignment
- A Skill You Have
- Something Interesting About You



# Let's talk about Image first...

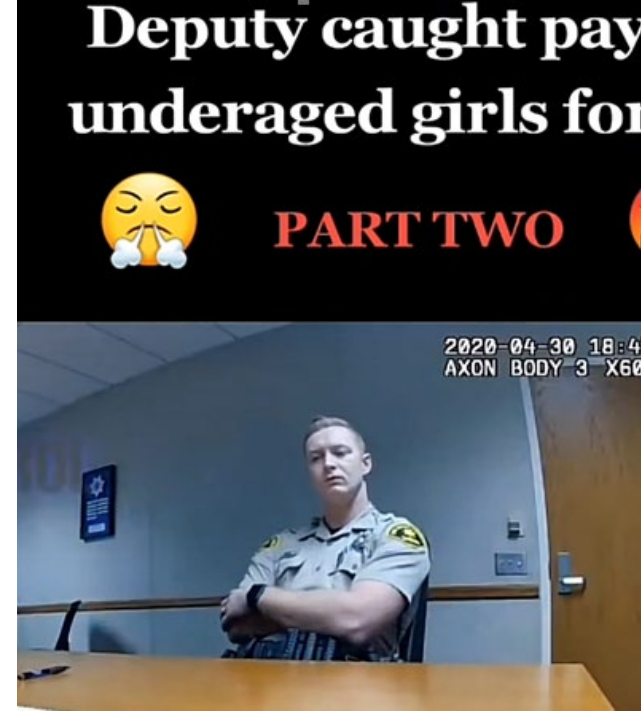
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- What is Image??





• What about these images?



What are the current events we are dealing with?



Ben & Jerry's @benandjerrys · Jun 19  
Defund the police, defend Black communities! This #Juneteenth, it's more important than ever that we dismantle the racist and ineffective model of American policing. Learn more about how defunding the police works and why we so desperately need it: [benjerrys.co/37EUU4C](https://benjerrys.co/37EUU4C)

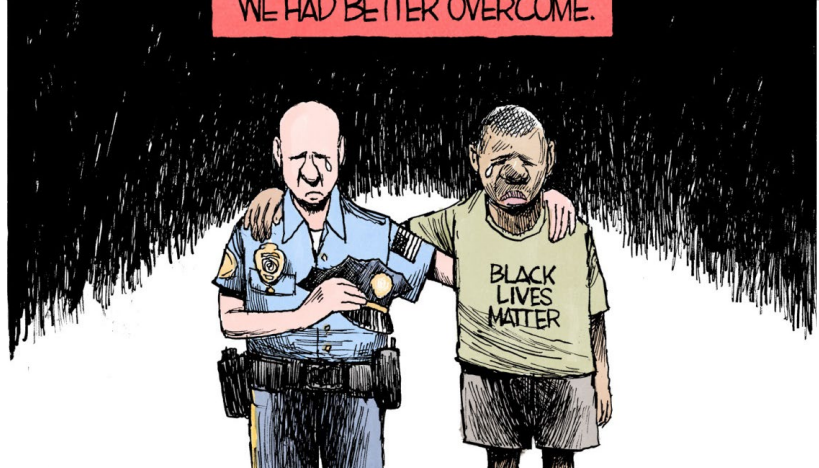
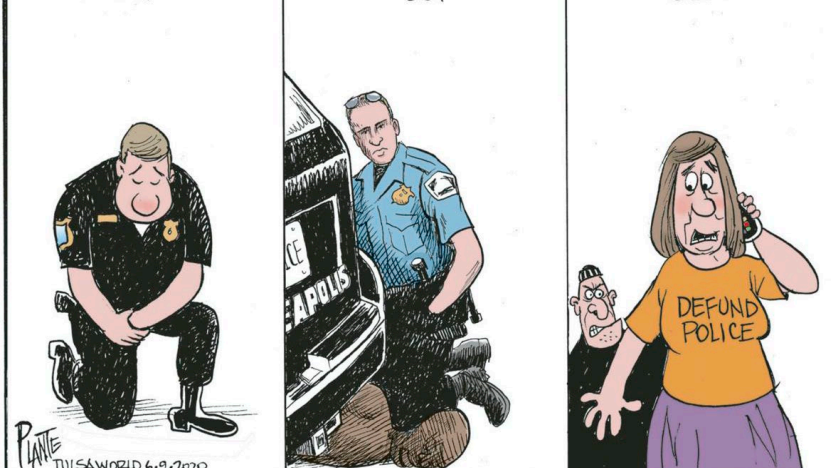


3.1K 26.6K 58.6K



Current Events??

How does this impact you/us?



## FAMOUS WEST COAST CRITTERS



*Are we doing the right thing?*

*What about you?*

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## **DEATH WISH? Media Draws Map to Home of Ferguson Police Officer Who Shot Mike Brown**

**August 16, 2014** by [Jim Hott](#) - Gateway Pundit

**Is the media trying to get Ferguson police officer Darren Wilson lynched?**

CNN broadcast a report Friday that showed the house, including the street number, of the Ferguson police officer who police say shot Mike Brown. The officer has been in hiding due to death threats since the shooting last Saturday. His name, Darren Wilson, was just released Friday morning.

Another news outlet apologized for broadcasting video of Wilson's home while others have virtually drawn a map to Wilson's house for those bent on vengeance.

Ferguson, August 2014





September 2016, El Cajon

May 2020, La Mesa



BLUE LIVES MAT MURDERER

LA MESA CITY HALL

WE CAN'T BREATHE  
GEOFFREY FLOYD  
WE CAN'T BREATHE

you Pigs!

ACAB

- 
- What does this mean to you??



- What about these images?







# NO ONE FIGHTS ALONE



CORRECTIONS

DISPATCH

EMS

NURSE

FIREFIGHTER

POLICE

MILITARY

How do you feel about these??

CORRECTIONS

DISPATCH

EMS

NURSE

FIREFIGHTER

POLICE

MILITARY





# What does the public think?

## Not One More Death! Stop police brutality!



There has been another outbreak of police brutality in Salinas. Angel Ruiz, Osman Hernandez, Carlos Mejia, and Frank Alvarado were all innocent men that were gunned down by cops.

Following the murder of Carlos Mejia a video recording went viral and led to massive outrage, protests, and marches in the community.

We still don't have justice. The cops have not received any jail time or

### JUSTICE NOWHERE

### POLICE EVERYWHERE



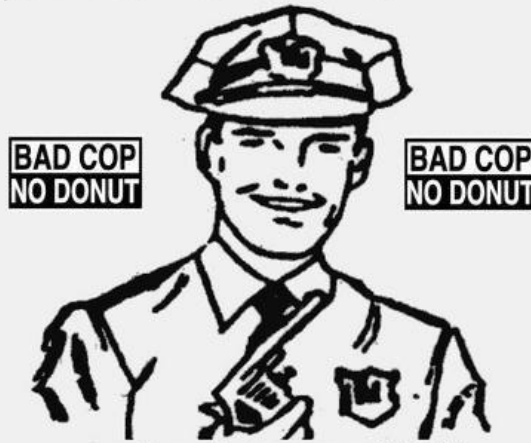
### ACAT

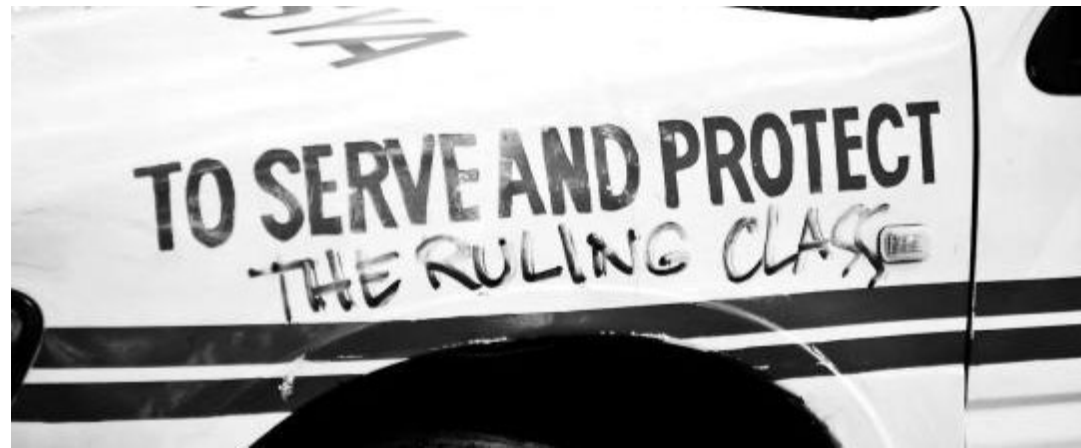


ALL COPS ARE TARGETS

RAWWR

### Hi, I'm going to kick your ass





IF NORMAN ROCKWELL DEPICTED TODAY'S AMERICA



## ETHICS

- [PoliceCrimes.com](https://www.PoliceCrimes.com)
  - Most recent info is Oct. 31, 2022
- [RatemyCop.com](https://www.RatemyCop.com)
- [Cuapb.org](https://www.Cuapb.org)
- [Copwatch.org](https://www.Copwatch.org)
- TikTok, IG, FB, etc...



What can we do to change things?



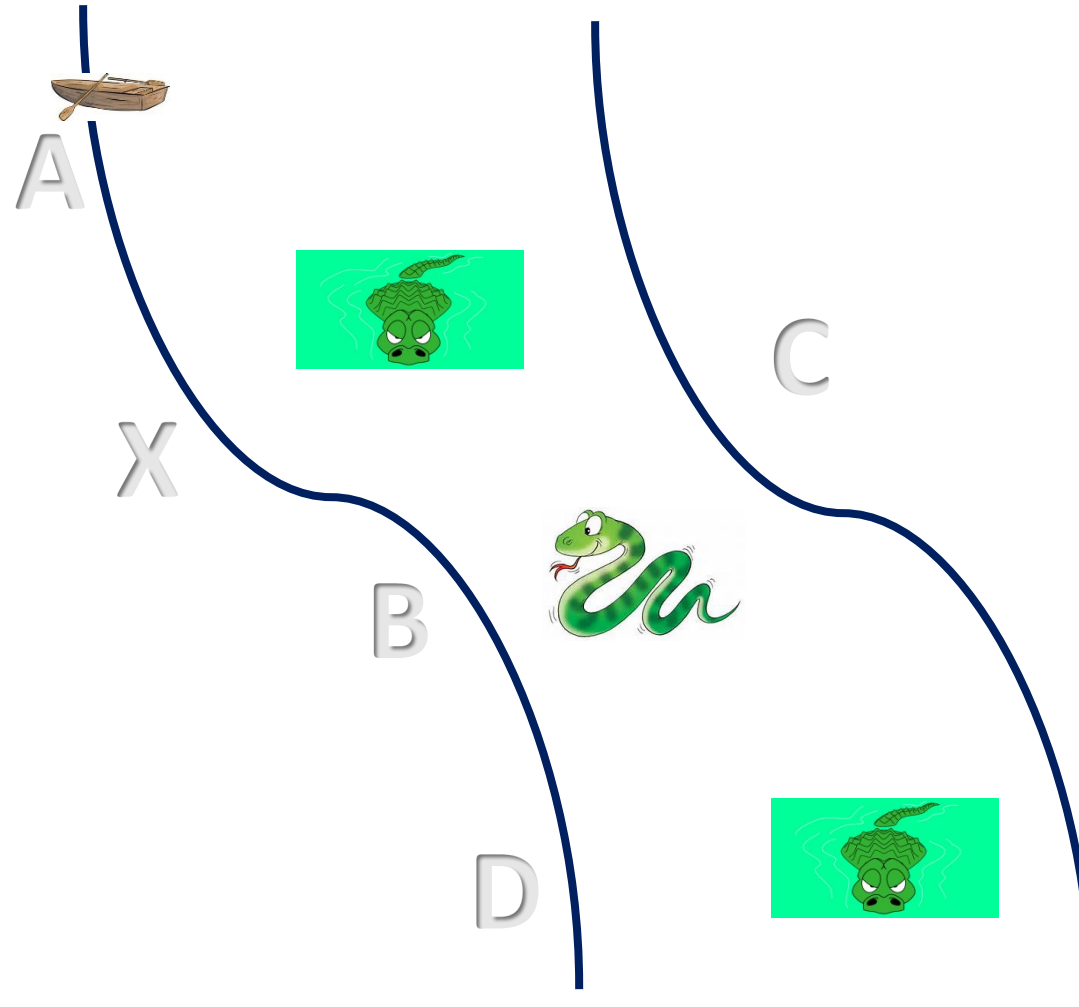
# ETHICS

## Exercise

- “The River”



# The River



- The river is too dangerous to cross without a boat.
- X loves C and wants to cross so they can be together
- A has a boat and charges for crossing it (money or sex)
- X asks A to help cross the river, but X has no money to pay
- X asks B for help, B says “not my problem.”
- X sleeps with A to cross the river safely via the boat, has 3 wonderful days with C until C asks X how X crossed the river.
- X admits to having sex with A to cross
- C turns X away because X slept with A
- A takes X back across the river.
- A asks D for help and D says you can stay here as long etc. as you like, no cost and no questions asked

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# ETHICS

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*What are Ethics?*



# ETHICS

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## *What are Ethics?*

- Set of moral principles or system of moral values
  - Principles of conduct governing an individual or group
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# ETHICS

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*What are MORALS?*



# ETHICS

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## What are MORALS?

- A person's standards of behavior or beliefs concerning what is, and is not, acceptable for them to do
- Of or relating to principals of right and wrong
- Expressing or teaching a conception of right behavior



# ETHICS AND MORALS

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- *Where Do We Get Ours?*
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# ETHICS AND MORALS

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- *Where Do We Get Ours?*

- Church/Religion
  - Parents/Other family
  - Friends/Peers
  - School
  - Role Models
  - Television/Other media
  - Internet
- 



# ETHICS AND MORALS



## The Four Agreements

### 1 BE IMPECCABLE WITH YOUR WORD

- Speak with integrity.
- Say only what you mean.
- Avoid using the Word to speak against yourself or to gossip about others.
- Use the power of your Word in the direction of truth and love.

### 2 DON'T TAKE ANYTHING PERSONALLY

- Nothing others do is because of you.
- What others say and do is a projection of their own reality, their own dream.
- When you are immune to the opinions and actions of others, you won't be the victim of needless suffering.

### 3 DON'T MAKE ASSUMPTIONS

- Find the courage to ask questions and to express what you really want.
- Communicate with others as clearly as you can to avoid misunderstandings, sadness and drama.
- With just this one agreement, you can completely transform your life.

### 4 ALWAYS DO YOUR BEST

- Your best is going to change from moment to moment; it will be different when you are healthy as opposed to sick.
- Under any circumstance, simply do your best, and you will avoid self-judgment, self-abuse, and regret.

FIRST THEY CAME FOR THE SOCIALISTS, AND I DID NOT SPEAK OUT BECAUSE I WAS NOT A SOCIALIST. THEN THEY CAME FOR THE TRADE UNIONISTS, AND I DID NOT SPEAK OUT BECAUSE I WAS NOT A TRADE UNIONIST. THEN THEY CAME FOR THE JEWS, AND I DID NOT SPEAK OUT BECAUSE I WAS NOT A JEW. THEN THEY CAME FOR ME, AND THERE WAS NO ONE LEFT TO SPEAK FOR ME.

-PASTOR MARTIN NIEMOLLER



What are our CORE values??

# Organizational Ethics and OUR Core Values



Organizational  
Ethics and  
OUR Core  
Values

What are our Core Values??



Organizational  
Ethics and  
OUR Core  
Values

- Honesty
- Compassion
- Diversity
- Respect
- Fairness
- Loyalty
- Trust
- Integrity

# Organizational Ethics and OUR Core Values

- **HONESTY**- We are truthful in our words and in our actions.
- **COMPASSION** - We are compassionate in our words, actions, and deeds.
- **DIVERSITY** - We embrace the strength in the diversity of our employees and our communities.
- **RESPECT** - We treat everyone with dignity, honoring the rights of all individuals.
- **FAIRNESS** - We are just and impartial in all of our interactions.
- **LOYALTY** - We are loyal to the values of our department and our profession and committed to protecting the quality of life in the communities we serve.
- **TRUST** - We are confident in the integrity, the ability and the good character of our colleagues.
- **INTEGRITY**- As people of character and principle, we do what is right, even when no one is looking.

# Organizational Ethics

*What is our Mission?*



# Organizational Ethics

## *What is our Mission?*

- We provide the highest quality public safety service to everyone in San Diego County.



# Organizational Ethics

## *What is our vision?*

We earn the respect and confidence of the public as a professional public safety organization.

We are innovative, compassionate, and responsive to those we serve and work in partnership with our communities.

We attract and retain highly competent and diverse employees



# Organizational Ethics

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- Medical Ethics
- Legal Ethics
- Journalism Ethics
- Government-Political Ethics
- Wireless Services Ethics
- Protecting Confidentiality, Records, Information
- Public Funds



# ETHICS

## *Ethical Issues in Law Enforcement*

- Cultural Diversity/Racism/Sexism
- Corruption/Gratuities
- Excessive Force/Brutality/Racial Bias
- “Thin Blue Line” —is there a code of silence?
- Morals/personal values (lack of) of officers
- Honesty (in reports and in the box)
- “CUBO” (alcohol – “love”)



# What Would You Do??

Nearly all men can stand adversity, but if you want to test a man's character, give him power  
(Abraham Lincoln 1809-1865)



Groups...





*“Character is much easier kept than recovered.”*

*-Thomas Paine*



ETHICS?



# Ethics Case Study

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- August 10, 2009
- (5) Midland (TX) Sheriff's Deputies
- Five Midland deputies had just attended training nearby
- Twin Peaks Restaurant & Bar in Round Rock (TX)
  - “Fun, friendly and sometimes flirty atmosphere.”
- Deputies asked waitress to take pictures on their patrol car
- They handed waitress a service rifle
- Off-duty police officer called police
- Deputies admitted they'd had 3-5 beers each



# ETHICS

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## *Effects of Unethical Acts*

- Civil Litigation - Lawsuits
- Loss of employment - Termination
- Damaged credibility to Department and self (Brady issues)
- Loss of Public Trust
- Criminal Charges



# ETHICS

## *National Police Misconduct/Scandals*

- Miami PD- “River Cops” (mid-1980s)
- NYPD (1992... Ofc. Michael Dowd)
- LASD “Majors” Unit (late 1980s)
- **LAPD Rampart (late 1990s)**
- New Orleans PD (post-Katrina)
- Death of George Floyd



# ETHICS

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*Rampart Independent Review Panel*



**Key Findings:**

- Widespread lawlessness among officers
- Lack of supervision and system of accountability
- Failure to recognize the red flags and intervene



# ETHICS

## Police Misconduct/Scandals – San Diego

- Henry Hubbard (SDPD)
- Juan Hurtado Tapia (SDPD)
- Charles Vinson (USBP)
- William Taylor (ECPD)
- Craig Peyer (CHP)
- Anthony Arevalos (SDPD)



0:06 / 0:13

# *Police Misconduct/Scandals – San Diego*

- Jeffrey Loving
- Val Watson
- Michael Stanewich
- Tom Sadler
- James Costello
- John Condon
- Lowell Bruce
- David Macias
- Marco Garmo
- Jaylen Fleer



# ETHICS

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- **Failure to confront is permission to proceed...**



# ETHICS

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Just because you have the right to do something, does not necessarily mean it is the right thing to do.



# Rationalization

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- Defense mechanism in which unacceptable behavior, motives, or feelings are logically justified or made consciously tolerable.



# Common Rationalizations



- The end justifies the means
- If it's legal and permissible, it's proper
- I was just doing it for you
- I'm fighting fire with fire
- It doesn't hurt anyone
- Everyone's doing it
- It's OK, if I don't gain personally
- I've got it coming
- I can still be objective



# ETHICS

- Remember--we are always being watched and judged by those we have sworn to protect and serve.
- What we do as individuals is seen and believed to be the actions of the entire group.
- Doing the right thing at the right time is not always easy but is expected and required of us.



# Guiding Principles

**Ethical Decision? Ask yourself:**

- It this Ethical and Within our Core Values?
- Is it Legal?
- Is it Right for the Community?
- Is it Right for the Department (mission & vision)?
- Is it Within Policies and the Law?
- Can you take pride in it?



# ETHICS

- Questions?
- Comments?
- Concerns?



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## ACCOUNTABILITY

When actions have consequences







# Financial Accountability

- All of us are accountable for use of taxpayer money
  - What about employee gifts?
  - What about citizen gifts?
  
- Better to ask for forgiveness than permission?
  - **Not** with financial decisions

# More Money, More Problems...

- County policy and state/federal law governs your use of department money
- The rules are in place to protect you, your bosses, and your people.



# Hmmm...can I do that?



"Magic" Time?



Buying meals or drinks  
with P-card?



Have a unit fund?



Use station budget to  
buy gifts?



"We can use grant  
funds for any purpose,  
we just have to justify it  
later." – Right??



Inventory



Conflict of  
Interest/Personally  
profiting

# City of Bell, California



- Mayor, former City Manager, former Assistant City Manager and current and former City Council members arrested and charged with misappropriation of Public Funds
- Officials said to have used city's tax dollars as their own piggy bank
- City Manager being paid \$787,000 – received loans of over \$1.5 million in City funds
- Police Chief stepped down from \$457,000 year salary – not charged YET with any crimes



Assistant City Manager making \$376,288 and 4 of the 5 city council members paying themselves nearly \$100,000 per year for a part time job.



October 8<sup>th</sup>, 2015 - Assistant Sheriff Michael Rothans (3<sup>rd</sup> from left) bought a 2010 Audi from a tow company for \$3000 and it turned out to be stolen. Rothans has resigned and LASO is investigating.

# Ethics and Financial Accountability



18           8. Section 87100 of the California Government Code  
19 prohibited a public official from making, participating in  
20 making, or in any way attempting to use the official's position  
21 to influence a government decision in which the official knew or  
22 had reason to know the official had a financial interest. The  
23 purpose of the California financial disclosure laws was to ensure  
24 that public officials perform their duties in an impartial  
25 manner, free from bias caused by their own financial interests or  
26 the financial interests of persons or organizations who have  
27 supported them.

(f) Defendant CARONA deprived the public of its right to his honest services by concealing and otherwise failing to disclose his acceptance of cash payments, as well as gifts, trips, the use of yachts and private planes, and other things of value for himself, his family, defendant HOFFMAN, and defendant DEBORAH CARONA.

# Accountability Defined

Liability to be called on to render an account;

Obligation to bear the consequences for failure to perform as expected;

To accept PERSONAL responsibility for an action

# 10

# qualities

of accountable people

- 01 Answer emails and requests
- 02 Do what you promise
- 03 Take responsibility for actions
- 04 Proactively solve problems
- 05 Don't blame or make excuses
- 06 Always be ethical
- 07 Be honest and transparent
- 08 Demonstrate outcomes
- 09 Review and evaluate to improve
- 10 Show humility and apologise





# Own it...



Take your oar and row your boat

**Proactive Behaviour**

- Ownership
- Accountability
- Responsibility

**Above the line**



Make your bed and lie in it

**Reactive Behaviour**

- Blame
- Excuses
- Deny

**Below the line**

## Below the Line?

**O**wnership  
**A**ccountable  
**R**esponsible



**B**lame  
**E**xcuses  
**D**enial



5 WAYS TO FOSTER A CULTURE OF

## ACCOUNTABILITY



1. **GIVE** support.



2. **PROVIDE** freedom.



3. **SHARE** information.



4. **PROVIDE** resources.



5. **BE** clear.

# Accountability



What is your most significant accountability problem at work?



Are there negative repercussions for asking for help with a work problem?



Problem solving ideas?

Asking peers?  
SARA?

# Accountability

## SARA Problem Solving Model

**Scan** -- Identify the problem

```
graph TD; A[Scan -- Identify the problem] --> B[Analyze -- What caused the problem and what part can be fixed]; B --> C[Response -- Design a practical solution]; C --> D[Assess -- Evaluate your response to determine its effectiveness];
```

**Analyze** -- What caused the problem and what part can be fixed

**Response** -- Design a practical solution

**Assess** -- Evaluate your response to determine its effectiveness

# Accountability Leadership

Your leadership style is not in your choice of words but in your choice of actions

Saying we want a specific behavior and then rewarding something else

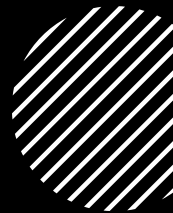
- Hypocrisy

Applies to individuals and to organizations

- Tipping Point



# Principles of Leadership



Do what's right.



Don't expect more from others than what you are willing to do yourself.



Treat others **BETTER** than you would want to be treated.

# Deep Thoughts...

- What we permit we promote
- Delegate tasks but don't abdicate the responsibility
- The perception of my co-workers and bosses is my reality
- We condone what we don't condemn
- Is the juice worth the squeeze?

**"WE ARE WHAT WE  
REPEATEDLY DO.  
EXCELLENCE THEN, IS NOT AN  
ACT, BUT A HABIT."**  
- ARISTOTLE

- 
- Questions?
  - Comments?
  - Concerns?

