

# ETHICS

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





# Group Intro Exercise

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

# Let's talk about Image first...

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- What is Image??





What Image does the Sheriff's Department portray to the public?

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• What about these images?



What are the current events we are dealing with?



underaged girls for \$ex  
🙄 PART TWO 🙄



# “Doing the right thing”



NEWS  
2016.com



## Justice Former Sheriff's Captain pleads guilty to gun trafficking

*"This case involved stunning and sustained violations of the public trust by a high-ranking law enforcement officer who bent his public position to his private gain."*

By Andrew Emmett - September 17, 2020

SOURCE: NationofChange

Share on Facebook Tweet on Twitter Like 72 Tweet



# Current Events

- Is this us??



Ben & Jerry's @benandjerrys · Jun 19

Defund the police, defend Black communities! This #Juneteenth is more important than ever that we dismantle the racist and ineffective modern American policing. Learn more about how defunding the police works why we so desperately need it: [benjerrys.co/37Euu4C](https://benjerrys.co/37Euu4C)



3.1K

26.6K

58.6K



GOOD COP



6.9.2020

BAD COP



NO COP





# Ferguson, August 2014

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

August 16, [2014](#) by [Jim Hoff](#) - 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.



# Baltimore, April 2015



## “6 Baltimore Police Officers Charged in Freddie Gray Death”



The Gray family said it was satisfied with the charges. **“We must seize this opportunity to reform police departments throughout this country,”** said the family’s lawyer, William H. Murphy Jr.



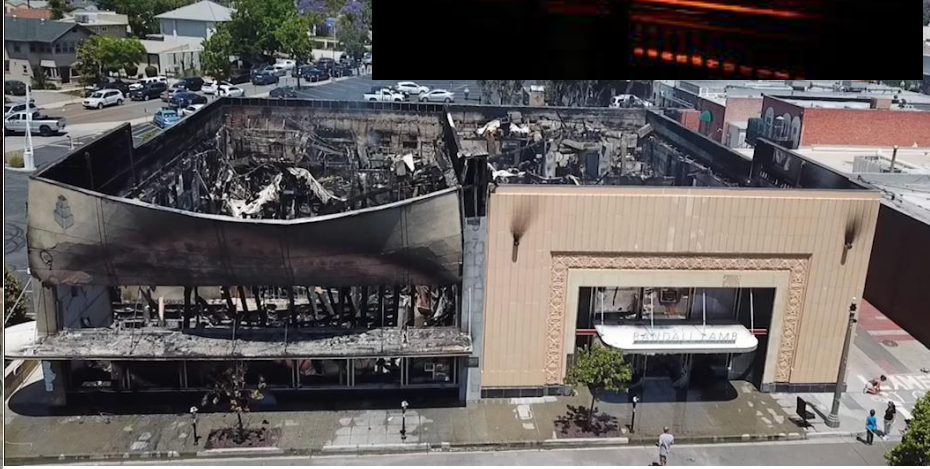
# September 2016, El Cajon



"I saw a man who was distraught, a man who was acting in ways that looked like he was in great pain," the mayor said. "And I saw him get gunned down and killed, and it broke my heart." - Mayor Bill Wells



# May 2020, La Mesa



- 
- What does this mean to you??



# 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!



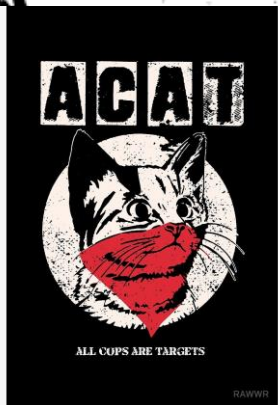
There has been another outbreak of police brutality in Salinas. Angel Ruiz, Osman Hernandez, Carlos Mejia, and Frank Alvarado were all innocent men that were gunned down by cops.

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

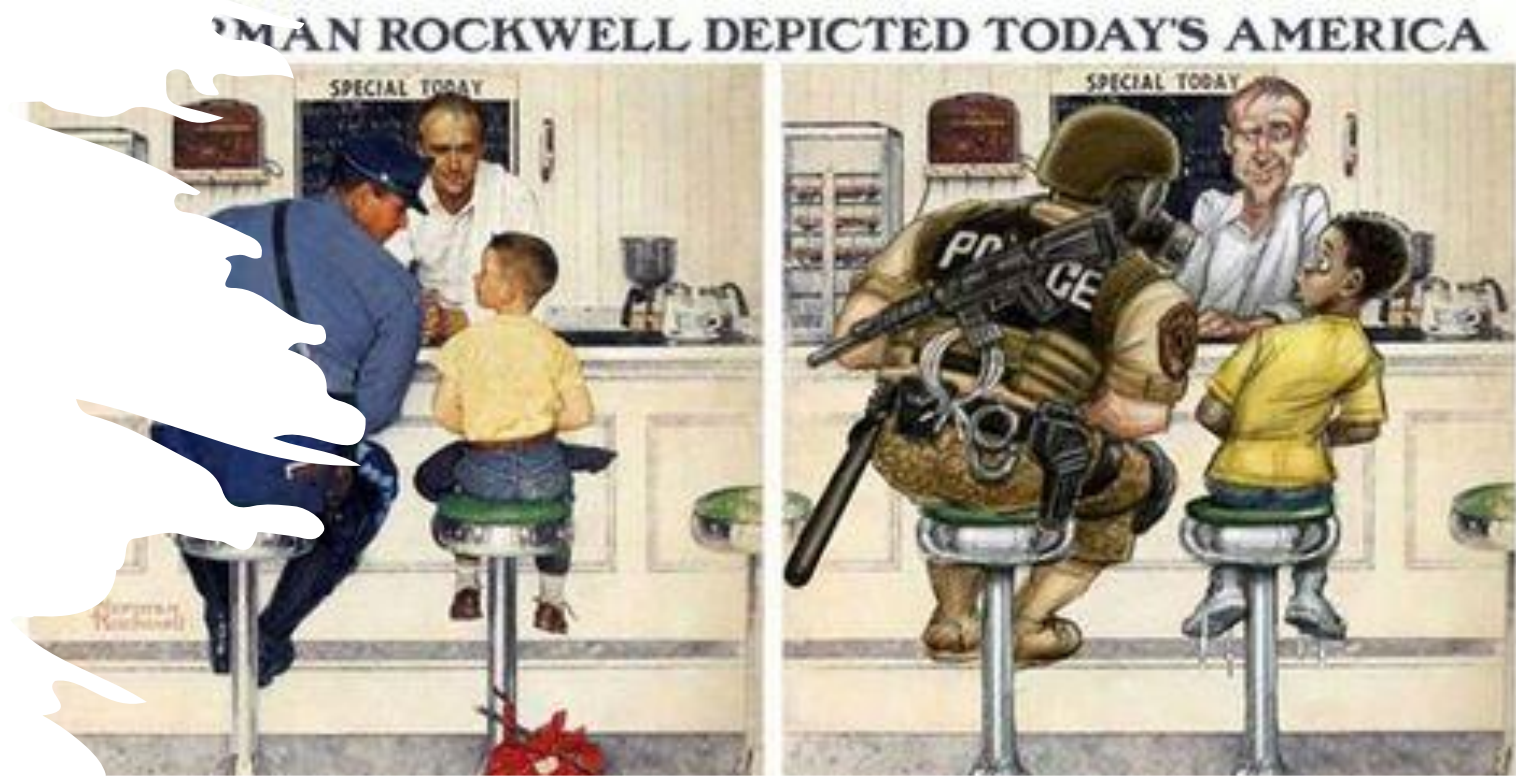
### JUSTICE NOWHERE

### POLICE EVERYWHERE



# ETHICS

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



TO SERVE AND PROTECT  
THE RULING CLASS



What can we do to change things?

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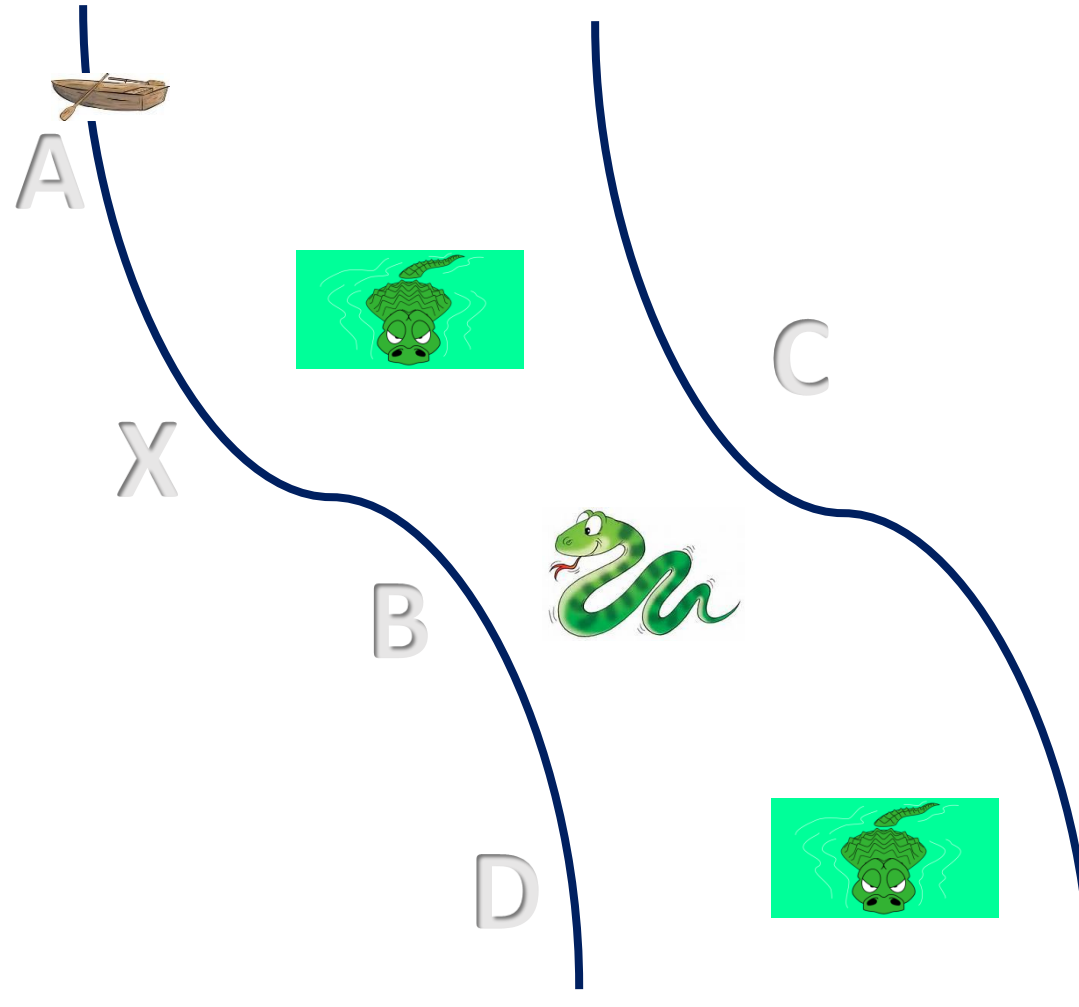
# ETHICS

## Exercise

- “The River”



# The River



# ETHICS

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*What are Ethics?*



# ETHICS

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## What are Ethics?

- Set of moral principals or system of moral values
- Principles of conduct governing an individual or group



# ETHICS



- *What are MORALS?*



# ETHICS



## *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?*



# 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



## Where Do We Get Ours?

### 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.

#### 7 VIRTUES OF A WARRIOR

- RECTITUDE
- COURAGE
- BENEVOLENCE
- POLITENESS/PROPRIETY
- HONESTY/ SINCERITY
- HONOR
- LOYALTY

#### 5 KEYS TO HEALTH

- RATIONAL NUTRITION
- SENSIBLE EXERCISE
- EFFICIENT REST
- PROPER HYGIENE
- POSITIVE ATTITUDE



#### 3 STATES OF MIND

- ZANSHIN - ALERTNESS, AWARENESS
- MUSHIN - CLEAR MIND
- FUDOSHIN - EMOTIONAL BALANCE

誠 忠 義  
名 譽 仁  
義 禮 勇



# Organizational Ethics and OUR Core Values

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What are our CORE values??



# Organizational Ethics and OUR Core Values



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

# 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

- 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”)

# ETHICS



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

*-Thomas Paine*

# ETHICS?



# Ethics Case Study



- 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

## *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



## *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

Report of the Rampart Independent Review Panel, “Concerning the operations, policies, and procedures of the LAPD in the wake of the Rampart Scandal.”  
Published November 16, 2000

# 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



Anthony Arevalos With Intoxicated Female In Gaslight Quarter March 13, 2009

# ETHICS



## *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



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

# ETHICS



## Rationalization

- 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?
- Right for the Community?
- Right for the Department (mission & vision)?
- Within Policies and the Law?
- Can you take pride in it?



# ETHICS



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

# ETHICS



- Questions?
- Comments?
- Concerns?

## **ACCOUNTABILITY**

When actions have  
consequences



# Financial Accountability



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

# 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

## SARA Problem Solving Model



- **Scan** Identifying the problem
- **Analyze** What caused the problem and what part can you fix
- **Response** Design a practical solution
- **Assess** Evaluate your response to determine its effectiveness

# 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 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?

