

2. The behavior was not disclosed or discovered during the processing of the Division Member's application for employment by the Division.

**CHAPTER 1
RULES AND REGULATIONS**

Ordered:

Approved:

Director of State Police

Commissioner of Safety

**DIVISION OF STATE POLICE
MISSION STATEMENT**

*Dedicated to providing the
highest degree of
law enforcement service
throughout the
State of New Hampshire
while maintaining the
traditions of fairness,
professionalism and
integrity.*

DIVISION OF STATE POLICE VISION STATEMENT

- To be the finest State Police organization in the country, with the daily mission of improving the quality of life within our state.
- We will display in our daily professional and personal lives character and integrity. These attributes include humility, fidelity (i.e., bound by a duty of what is right) loyalty, courage, justice, patience, fairness, courtesy, respect for others, and hard work. These personal and organizational values will be the foundation from which we will grow and improve.
- “Excellence” will encompass everything we do. “We are what we repeatedly do. Excellence, then, is not an act, but a habit.” Aristotle.
- We will remove barriers to effective communication. Throughout the New Hampshire State Police, communication will occur from the top-down, bottom-up and laterally. Not only will this philosophy be embraced within our organization, but also when interacting with other law enforcement agencies, public officials, and the general public.
- We will embrace “**organizational change**” and make it a positive force within our agency. The question that should be asked on a daily basis is “What have you **changed** lately?” Individual and organizational change should be highly valued. Change not just for the sake of change, but because it is the primary method by which the New Hampshire State Police will excel.
- We will form partnerships within the New Hampshire State Police and with the communities we serve, identify problems and find possible solutions. We must carefully listen to and understand the citizens of New Hampshire and the law enforcement community, in order that we provide a superior level of service.
- We will have a work environment where individuals and their ideas are valued and respected. It will be a non-biased, healthy, safe work environment that is conducive to positive feelings and respect for ourselves, our fellow workers, the New Hampshire State Police, and the partners we have across the state.
- We will encourage innovation in seeking excellence.
- Recognition will be given to those within our Division who exhibit the organizational values outlined above.
- Promotion and hiring will be based on merit.

DIVISION OF STATE POLICE COLLABORATIVE AGREEMENT

In order for the negotiating process to work most effectively and to establish a positive tone and frame for the negotiations and communication which will take place, we each agree to enter into the negotiating process with the following Collaborative Agreements:

- A commitment to keep an open mind with discussion to include all relevant facts, to be open and honest with each other, to speak in a normal tone and volume, to treat each other with respect and courtesy, to work on building trust to a higher level, and to speak with a positive frame and tone.
- A commitment to listen to each other and the group, and to attempt to fully understand what is being said, felt and meant by the other person.
- A commitment that each one of us will have the opportunity to be fully heard without interruption or being prejudged, with the knowledge that this should not be a rushed process.
- A commitment to be respectful of, accepting of, and sensitive to the other person's values, history and individuality and to try to understand and consider the interests of the other person along with our own, with the understanding that interests and values relate to who a person is and are not negotiable.
- A commitment to express our own interests, to attempt to merge insights, to propose and explore different alternatives or possible solutions to meet the interests of each of us to an acceptable level, and to avoid taking positions.
- A commitment to help each of us to make a free and informed decision on each of the issues we need to resolve, without threats or pressure to give in or to make a decision or to change our decision.
- A commitment to attempt to reach an integrated resolution which will be fair for each of us, which will meet each of our interests to the maximum extent possible, which will be satisfactory and constructive for each of us, and which can and will be followed in the future by each of us.
- A commitment to work through hard feelings.
- A commitment to maintain mind set and work ethic beyond a two-day conference.
- A commitment to accept those resolutions that have been agreed upon and to exercise that commitment toward its desired goal.

DIVISION OF STATE POLICE CODE OF ETHICS

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

I will conduct myself in a way that is an example to all; maintain 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 deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my division. What I see or hear of a sensitive nature or that is confided in me in my official capacity will be kept confidential unless revelation is necessary in the performance of my duty.

I will not act officiously or permit personal feelings, prejudices, animosities, or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear, favor, malice or ill will, never employing unnecessary force or violence, and never accepting gratuities.

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 the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession - law enforcement.