



# Alexandria Police Department

## Directive 1.1



### Mission

|                                   |                    |                             |
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#### **1.1.01 POLICY/PURPOSE**

It is the policy of this Department to clearly state the role of the Department in the community, and to make all employees aware of the actions and attitudes expected of them so they can act without hesitation in accordance with Departmental policy. In the absence of a policy statement specifically governing a particular type of action or behavior, all employees will be governed by and held accountable for the basic values and expectations stated in this directive.

The purpose of this directive is to define the agency's role, to state the values to which all personnel must adhere, and to form a basic foundation from which all other policies and procedures will flow.

#### **1.1.02 MISSION**

The mission of the Alexandria Police Department is to provide competent, courteous and professional and community oriented police services. We are committed to maintaining and enhancing a strong and productive partnership with the community to continue to prevent crime, enforce laws, maintain order, and improve the quality of life in all of Alexandria's neighborhoods. We are dedicated to protecting life and property while assuring fair and equal treatment to everyone.

**1.1.03 LAW ENFORCEMENT AGENCY ROLE****[1.1.1 & 1.1.2]**

Prior to assuming sworn status, all personnel will take and subsequently abide by the oath of office, as specified in the Code of Virginia, to support the Constitutions of the United States and the Commonwealth of Virginia, and to faithfully and impartially discharge all the duties incumbent upon them as Police Officers with the City of Alexandria.

All sworn officers are required to abide by the Law Enforcement Code of Ethics approved by the Department of Criminal Justice Services. The Northern Virginia Criminal Justice Academy staff provides extensive training on this set of principles during recruit training.

All personnel are individually responsible for achieving agency crime prevention and community relations goals and should assist others in this regard.

**1.1.04 VALUES**

Central to our mission are the values that guide our work and decisions, and help us contribute to the quality of life in Alexandria. Our values are characteristics or qualities of worth. **They are non-negotiable.** Although we may need to balance them, we will never ignore them for the sake of expediency or personal preference. We hold our values constantly before us to teach and remind us, and the community we serve, of our ideals. They are the foundation upon which our policies, goals and operations are built. In fulfilling our mission, we need the support of citizens, elected representatives and City officials in order to provide the quality of service our values commit us to providing.

**We, the women and men of the Alexandria Police Department, value:**

**HUMAN LIFE. We value human life above all else.**

**Therefore:**

- We give first priority to situations which threaten life.
- We use force only when necessary, and then only to the degree necessary to accomplish the Department's mission.

**DIGNITY. We value human dignity in all of our interactions with people.**

**Therefore:**

- We treat all persons with courtesy and respect.
- We are compassionate and caring.
- We treat others as we wish to be treated ourselves.
- We strive to avoid allowing personal feelings, attitudes or problems to intrude on our professional demeanor and performance of our duties.

**INTEGRITY. We believe integrity is the basis for community trust.**

**Therefore:**

- We are honest and truthful.
- We are consistent in our beliefs and actions.
- We hold ourselves to high standards of moral and ethical conduct.

- We are role models for the community.

**LAWS AND CONSTITUTION. We believe in the principles embodied in our Constitution and we recognize the authority of Federal, State and local laws.**

**Therefore:**

- We respect and protect the rights of all citizens.
- We treat all persons fairly and without favoritism.
- We are knowledgeable of the law, and we enforce and obey the law.

**EXCELLENCE. We strive for personal and professional excellence.**

**Therefore:**

- We encourage new thinking, new initiatives, and new programs.
- We promote an atmosphere that encourages the learning and application of information technology to improve organizational performance and delivery of service.
- We seek adequate resources, staffing, facilities, equipment, training, salaries, and benefits.
- We do our best.
- We have a vision for the future.
- We recruit and hire the best people, and develop our employees to their highest potential.
- We are committed to fair and equitable personnel practices.
- We provide organizational mobility.
- We recognize and reward good performance.
- We support reasonable risk-taking and are tolerant of honest mistakes.
- We work toward realistic, mutually agreed upon goals.
- We meet nationally recognized law enforcement standards.
- We lead by example.

**ACCOUNTABILITY. We are accountable to each other and to the citizens we serve, who are the source of our authority.**

**Therefore:**

- We promote employee awareness of conditions within the community that affect our response to community needs.
- We communicate openly and honestly among ourselves and with the community.
- We understand the importance of community values and expectations.
- We are responsive to community concerns.
- We acknowledge our mistakes and are open to constructive criticism.
- We manage our resources effectively.
- We thoroughly investigate complaints against our employees.

**COOPERATION. We believe that cooperation and teamwork will enable us to combine our diverse backgrounds, skills and styles to achieve common goals.**

**Therefore:**

- We promote our identity as members of the Department, understanding individual and unit accomplishments do not stand alone, but contribute to the overall mission of the Department and the City of Alexandria.
- We work as a team.

- We share our responsibility to serve the citizens of Alexandria with many other agencies.
- We strive to understand those who disagree with us.
- We seek the help and cooperation of others.
- We seek to resolve conflicts.
- We rely on community support and involvement.

**PROBLEM-SOLVING. We are most effective when we help identify and solve community problems.**

**Therefore:**

- We promote an atmosphere that encourages innovation.
- We work to anticipate and prevent problems.
- We give a high priority to preventing crime and helping citizens feel safe.
- We actively seek opinions and ideas from others.
- We plan, analyze and evaluate.
- We recognize that crime is a community problem.
- We listen to problems and complaints with empathy.
- We seek innovative solutions.

**OURSELVES. We are capable, caring people who are doing important and satisfying work for the citizens of Alexandria.**

**Therefore:**

- We build upon existing internal levels of trust, understanding, communication and teamwork to promote the highest caliber of quality service to our community.
- We respect, care about, trust and support each other.
- We enjoy our work and take pride in our accomplishments.
- We are disciplined and reliable.
- We keep our perspective and sense of humor.
- We balance our professional and personal lives.
- We consult the people who will be affected by our decisions.
- We have a positive, "can do" attitude.
- We cultivate our best characteristics: initiative, enthusiasm, creativity, patience, competence, and judgment.

**By Authority Of:**

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**Earl L. Cook**  
**Chief of Police**