



# ETHICS GUIDE FOR POLICE OFFICERS



# Rotary



## THE FOUR - WAY TEST

of the things we think, say and do

- 1 Is it the **TRUTH**?
- 2 Is it **FAIR** to all concerned
- 3 Will it build **GOODWILL & BETTER FRIENDSHIPS**?
- 4 Will it be **BENEFICIAL** to all concerned?

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## His Excellency Mr Paramasivum Pillay Vyapoory, G.O.S.K

I congratulate Transparency Mauritius for the publication of this handbook to remind officers of the Police Force of the ethical codes to be observed during the conduct of their duties. All law enforcement officers must be fully aware of the ethical responsibilities of their position and must strive constantly to live up to the highest possible standards of professional policing.

At the request of the Commissioner of Police, I had the privilege of addressing some 600 police officers of different grades at the Indira Gandhi Centre for Indian Culture in April this year. During my presentation I covered some important issues concerning law and order in the country and the role of the police force in establishing trust and confidence in the public.

A police officer acts as an official representative of government who is required and trusted to work within the law. The officer's powers and duties are conferred by statute. The fundamental duties of a police officer include serving the community; safeguarding lives and property; protecting the innocent; keeping the peace; and ensuring the rights of all to liberty, equality and justice.



The fundamental responsibility of a Law Enforcement Officer is to serve the community. The public demands that the integrity of police officers be above reproach. Police officers must, therefore, avoid any conduct that might compromise integrity and thus undercut the public confidence in a law enforcement agency.

Threats, intimidation, verbal abuse, harassment, wrongful detainment, these are just a few of the ways in which people claim to have been mistreated by police officers and they don't trust them. But how can you be sure that an officer has not overstepped his or her boundaries? The best answer to this question is, of course, to consult the Code of Ethics of police officers.

As a person in uniform, you are always looked at, stared at and commented about. So act like you are always on camera. Act professionally and respectfully and all will fall into place. Your honor, integrity, and reputation are vital to your success.

The codes of ethics of the police force can be summarized in the word "JUSTICE": You should be:

**J**ust  
**U**nderstanding  
**S**ervice-minded  
**T**rustworthy  
**I**ntelligent  
**C**ollaborative  
**E**nthusiastic.

Working as a police officer brings on a range of emotions. It can leave you feeling satisfied, rewarded, sad, disgruntled, lonely and fulfilled, all in the same shift.

This Handbook which is meant to be kept in your pocket will increase your confidence and trust in your work and I recommend it to all Police Officers.



# Message of the Commissioner of Police

## FOREWORD

The Mauritius Police has remained committed in its quest towards professionalism. We have not only improved our operational effectiveness as a law enforcement agency, but have also embraced contemporary policing principles aimed at enhancing service delivery.

It is a matter of fact that as law enforcement officials, we constantly face the dilemma of reconciling our service and enforcement roles. Non judicious use of powers by our officers, can sap the public trust and confidence in our police, a situation which is by all means unacceptable.

It is therefore imperative that all our policies, procedures, decisions and actions are guided by legal as well as ethical considerations. For this to occur we need to remain guided by the principles of impartiality, integrity, transparency and accountability, which should not only permeate the organisation culture but also characterise all our dealings with our customers.

The Police Officer's Ethics Guide, which has been worked out in collaboration with Transparency International, constitutes an essential tool which will assist the Mauritius Police in maintaining a higher standard of policing by reducing unprofessional / unethical behavior in the organisation. It focuses on topical issues such as integrity, non-discrimination and self-discipline which are all critical to the Mauritius Police. I have no doubt that Police Officers adhering to these values will always do the right thing and thereby confidently call to account colleagues departing therefrom, without fear of being set apart.

The present document is to be considered as a reference one and should be subject to constant reading in order to drive home the concept of ethical behavior. I therefore expect supervisors at all levels to act as role models and embed the principles enshrined therein in their juniors.

On a concluding note, I would like to thank the Executive Team of Transparency Mauritius, especially Mr Rajen Bablee, for his valuable contribution to this publication



*K. M. Nobin, PMSM - Commissioner of Police*

## Message of Transparency Mauritius



The Mauritius Police Force has recently celebrated its 250th anniversary. The Police are an essential service within any democracy. As such, it is the focal point of attention and the community expects a flawless police displaying the highest level of integrity.

Recently the Police have been on the headlines for the wrong reasons. The community needs police officers to ward off instability or chaos within the society. It needs a Police that can be trusted. The majority of Police Officers want that too. Negative publicity undermines the morale of those who are committed to their mission. Every Police Officer should stand up and show they can be role models.

And for that, there is no secret: Integrity in leadership, commitment at all levels and discipline. In the earlier days, police work was not a job. It was a passion for life. Transparency Mauritius is honoured to assist in the promotion a culture of Integrity and Ethics in the Mauritius Police Force. We must all work together to support our Police and encourage any initiative to enhance ethical behaviour within the force.

Transparency Mauritius is thankful to His Excellency Paramasivum Pillay Vyapoory, G.O.S.K, Ag President of the Republic and Her Excellency, Ms Jenny Dee, High Commissioner of Australia in Mauritius and her team for making this handbook become a reality.

It was important to get the buy-in and support of the Commissioner of Police, Mr Mario K Nobin, PMSM. The commitment of Inspector Codabaccus of the Police Headquarters is also acknowledged.

Last and not least, a special thanks to the Rotary Club of Beau Bassin Rose Hill for sharing the Four Way Test which should guide our steps.

*Rajen Bablee, Executive Director*



## Vision & Mission of the MPF



### Quality Service with Pride & Care

Enhancing the quality of life of our people by preserving the public peace, enforcing the law, ensuring a safer environment and focusing on service excellence.





“

*I hold my law enforcement powers on behalf of the people. Through my professional and personal example, I shall demonstrate that I respect them and I shall strive to realize their high expectations of me.*

*I am sworn to protect them and I shall enforce their laws in good faith, fairly, with courage and integrity, to the best of my ability.*

*In so doing, I shall build their trust and confidence in the law.*

*I shall never betray them by wilfully abusing my powers, authority or knowledge.*

*To these ends, I serve the people*

”



1

Everyone is entitled to equal protection of the law, without discrimination on any grounds, and especially against violence or threat.

Be especially vigilant to protect potentially vulnerable groups such as children, the elderly, women, refugees, displaced persons and members of minority groups.

2

Treat all victims of crime with compassion and respect, and in particular protect their safety and privacy.

3

Do not use force except when strictly necessary and to the minimum extent required under the circumstances.

4

Avoid using force when policing unlawful but non-violent assemblies. When dispersing violent assemblies, use force only to the minimum extent necessary.

5

Lethal force should not be used except when strictly unavoidable in order to protect your life or the lives of others.

6

Arrest no person unless there are legal grounds to do so, and the arrest is carried out in accordance with lawful arrest procedures.

7

Ensure all detainees have access promptly after arrest to their family and legal representative and to any necessary medical assistance.

8

All detainees must be treated humanely.  
Do not inflict, instigate or tolerate any act of torture or ill-treatment, in any circumstances, and refuse to obey any order to do so.

9

Do not carry out, order or cover up extrajudicial executions or “disappearances”, and refuse to obey any order to do so.

10

Report all breaches of these Basic Standards to your senior officer and to the office of the public prosecutor.  
Do everything within your power to ensure steps are taken to investigate these breaches.





### As a Police Officer, my primary duties are to:

- preserve the public peace;
- prevent and detect offences;
- apprehend persons who have committed or who are reasonably suspected of having committed offences;
- regulate processions and gatherings on public roads and in public places or places of public resort;
- regulate traffic and preventing or removing obstructions from public roads;
- preserve order in public places and places of public resort, at public gatherings and assemblies for public amusement;



- assist in implementing health, quarantine, customs and excise laws;
- assist in preserving order in ports, harbours and airports;
- execute process issued by a Court;
- swear information and conducting prosecutions and ;
- perform such other functions as may be conferred on police officers under any other enactment. The Police Force may exercise any of the duties referred to in the maritime zones of Mauritius and, for the purposes of the Piracy and Maritime Violence Act 2011, in the high seas.
- Every police officer shall perform such paramilitary duties as he may be required to do and, for that purpose, may serve in any specialised unit of the Police Force.



*Integrity refers to highly ethical values such as honesty, trustworthiness and commitment.*

*Integrity is about not having to be ashamed if what you do or say in private, becomes public.*

- I demonstrate integrity as a police officer by showing a sense of sacrifice and courage;
- I demonstrate integrity as a father/mother by showing understanding and responsibility;
- I demonstrate integrity as a son/daughter by showing respect and patience;
- I demonstrate integrity as a husband/wife by showing love and commitment; and
- I demonstrate integrity as a friend by demonstrating empathy and reliance.

- I will act with fairness and display integrity and impartiality;
- I will perform my duties diligently and with proper use of discretion;
- I will display self-control, tolerance, understanding, and courtesy as appropriate;
- I will uphold fundamental human rights, treating every human being equally;
- I will support colleagues in the performance of their lawful duties and actively oppose and draw attention to any malpractice;
- I understand that information received is often confidential and should not be disclosed to unauthorized persons;
- I will exercise force only when justified and use the minimum amount of force necessary to effect its lawful purpose and restore the peace;
- I will act only within the parameters of law
- I will use resources entrusted to me judiciously to the benefit of the public
- I shall be accountable for my acts and omissions and;
- I shall strive for self-development to better serve the Republic of Mauritius and its people.



- Is my decision/action moral and legal?
- Do I have all information?
- Who are my stakeholders and how will my action affect them?
- What will be the consequences of my decision/action?
- Is my action in line with my (organisation) values?
- What will my family, my friends or society think?

### Remember:

*Ethics is about what is morally right*  
*Integrity is about honesty, moral*  
*principles,*  
*Responsibility, Accountability, Fairness &*  
*Trustworthiness*



Do not act with anyone in a way which you would not like anyone to act with you. As Police Officers, we are expected to act with dignity and demonstrate respect in the way we behave. We respect our colleagues, irrespective of sex, rank or community and value their views.

The public expect a lot from Police Officers and their behaviour equates to the image you project. Senior ranks should be role models and lead by good example. They are the ambassadors of a culture of dignity and respect within the Force.

Hurting the dignity of your colleagues and absence of respect lead to a poor morale, lack of motivation and eventually damage the reputation of the Force.

### Remember:

*The public expects the Police to be their friend and protector. The psychological damage caused by Police abuse or brutality can be much deeper than abuses caused by known criminals.*



## Sexual Harassment



The Mauritius Police Force is conscious that sexual harassment is a sad reality which occurs in police forces around the world and is bent to apply a zero tolerance policy to address this problem.

Sexual Harassment is unwanted and unwelcome behaviour which violates your dignity and makes you feel intimidated, degraded or humiliated.

Sexual Harassment can take multiple forms and can be either direct or indirect.

Direct harassment implies that the perpetrator is personally involved in the action of harassment.

Indirect harassment may take place when the perpetrator uses his authority or power to create a situation to curb the dignity of his/her victim.

The harassment may be physical (touch), verbal (including jokes or inappropriate language), written (letter or mail/ sms, etc...), display (film or pictures, etc) and behavioural.

Behavioural harassment is tricky in the sense that it is not easily recognised by the victim and by other colleagues. It is often amalgamated to the normal culture of the Force.

- Know your rights both as a citizen and as a Police Officer
- Identify the reporting channel available and the Senior Officer responsible to take action in such circumstances
- If you feel you are being harassed by a colleague, speak to a Senior Officer
- As a responsible Police Officer, it is important to note all evidence to prove your point. For example, if you are receiving unsolicited sms, do NOT delete them.
- Report the case and make an official complaint to (a Senior Officer)
- If you think that the Perpetrator is being protected by colleagues and that no action is being taken, you could report the matter to appropriate bodies such as the Equal Opportunities Commission or file a lawsuit against the Perpetrator.
- If you are treated badly or less favourably because you reported a sexual harassment, you could make a complaint to appropriate bodies such as the Equal Opportunities Commission.



## Pledge against harassment and discrimination

The Mauritius Police Force is strongly committed to an ethical, value driven culture organisation.

I, ....., as a member of the MPF together with all officers in the MPF, hereby reinforce my commitment in securing a gender neutral workplace, free from all kinds of bias and prejudice.

Starting with me, I want to ensure that this is championed and practised across the organisation.

I pledge to keep away from my workplace any form of discrimination and harassment by:

- Proactively shaping a culture of diversity and inclusion at the work place by holding each Officer in the MPF to account for their actions and decisions
- Promoting a workplace based on gender equality by identifying, condemning and addressing behaviours inconsistent with our values based on Discipline, integrity and Respect
- Providing a safe and congenial work environment by modelling our behaviour on the behaviour we expect from others.



**YOU  
CAN  
STOP  
CORRUPTION**

- I will not pay bribes
- I will not solicit or take bribes
- I will work with others to campaign against corruption
- I will speak out against corruption and report on abuses
- I will stand by those who say no to corruption and demonstrate transparency, integrity and accountability



## Sayings



The people will never help you unless they trust you and they will never trust you unless you earn their respect.

- Respect is earned
- Honesty is appreciated
- Trust is deserved
- And Loyalty is returned

# OUR PLEDGE

## Discrimination & Harassment at Workplace... **NO!**

The Mauritius Police Force is strongly committed to an ethical, value driven culture organization. I, the Commissioner of Police, together with my Deputy Commissioners and Assistant Commissioners, hereby reinforce our commitment in securing a gender neutral workplace, free from all kinds of bias and prejudice. Starting with us, we want to ensure that this is championed and practised across the organization.

We pledge to keep away from our workplace any form of discrimination and harassment by:

**P**roactively shaping a culture of diversity and inclusion at the workplace by holding each Police Officer to account for their actions and decisions.

**P**romoting a workplace based on gender equality by identifying, condemning and addressing behaviours inconsistent with our values based on Discipline, Integrity and Respect.

**P**roviding a safe and congenial work environment by modelling our behaviour on the behaviour we expect of others.

08 March 2018



**MPF** since 1767  
MAURITIUS POLICE FORCE

### SENIOR COMMAND

Karl Mario NOBIN *PMSP*  
Commissioner of Police

Khemraj SERVANSING *PMSP*  
Deputy Commissioner

Tangavel SEERURGEN *PMSP*  
Deputy Commissioner

Choolun BHOJOO  
Deputy Commissioner

Rashidali Issa BEEKUN,  
Deputy Commissioner

Krishna JHUGROO  
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Assistant Commissioner

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Assistant Commissioner

Chandan Ramnand RAMKEELAWON  
Assistant Commissioner

Purnchand SOOKUN  
Assistant Commissioner

Sudesh Kumar GUNGADIN  
Chief Police Medical Officer

Anil Kumarsing DIP *PMSP*  
Assistant Commissioner

Toolesekritaigh RAJARAM  
Assistant Commissioner

Bhaye Pared HUSNOO  
Assistant Commissioner

Mardaymootoo RASSEN  
Assistant Commissioner

Baldeo HANGSRAJ  
Assistant Commissioner

Soondeerine VEERAMALAY  
Assistant Commissioner

Remy Jean Francois NICOLE  
Assistant Commissioner

LOYALLY WE SERVE



**Australian  
Aid** 



**Transparency  
Mauritius**

Affiliated to Transparency International