

Canadian Association of Chiefs of Police  
*Ethics Committee*  
Annual Report 2006

Current Members of the CACP Ethics Committee:

D/C Jim Hornby Calgary – Chair	A/Comm Rod Smith RCMP – Vice Chair
Chief John Middleton-Hope Leth.	Insp. Peter Lennox Toronto
Inspector Jean Pelletier Montreal	Supt. Norm Lipinski Edmonton
Chief Derek Egan Saanich	Director Les Chipperfield Holland College
Michelle Farrell Toronto	Lana Hohn-Martens Calgary
Mr. Bill Maxwell RCMP Ret.	Mr. Pat Cummins RCMP ret.

In August 2005, the CACP Board of Directors elected to make the Ethics committee a full committee, separating it from the Human Resources committee. This was recognition that ethical issues were of great importance and needed the attention that full status could provide. The committee also increased in size to get participation from all regions of Canada. A mandate and objectives were created based on CACP direction.

*Mandate:*

To promote appropriate ethical behaviour in the Canadian law enforcement community.

*Objectives:*

- To promote ethical and professional leadership amongst the CACP membership
- To provide or identify learning opportunities for police organizations that enhance ethical decision-making in member organizations
- To provide the CACP membership with information pertaining to learning opportunities available through other organizations
- To identify and provide information on best practices in ethical decision-making
- To provide a link to other entities that support ethical organizational development
- To provide advice on ethical issues to the Board of Directors of CACP

During the last year, the committee reviewed the existing strategic plan and adapted it to meet the current mandate as approved by CACP.

To accomplish these objectives, a number of strategies are being developed at the committee level. These include:

- Communication strategy – to raise awareness of the committee and its role within the CACP family.
- Education - encouraging organizations to adopt values that are consistent with CACP ethical values and Ethical Framework. This will be accomplished by:
  - Providing references to available ethics-related training.
  - Providing or identifying current, progressive training and a forum to discuss timely issues in police ethics through a variety of methods such as annual conferences and workshops.
- Advisory Role - adopting an advisory and facilitation role in police ethical issues to CACP. This would be accomplished by:
  - Providing position papers on topical ethical issues
  - Supporting CACP by providing opinions as it addresses issues being faced by members or member organizations.
- Development of a Professional Participation Model – providing a participation model based on CACP guidelines describing current practices in use by policing organizations demonstrating sound ethical decision making. This model could be used by CACP organizations wishing to enhance their ethical profile in the community.

The committee has met three times in this reporting period, two face to face meetings and a teleconference to develop and implement action items in support of the committee's objectives. The following have been actioned or completed as of this date:

- A review of the existing ethical framework to ensure its currency.
- A communications plan to raise awareness of the change to this committee's profile has been developed and implemented.
- A logo for the Ethics committee and the products it will produce, has been created
- The CACP website has been updated and the portion dealing with the Ethics committee has been enhanced to make it a more visible portal for information on ethical behaviour.
- A discussion paper has been authored by the committee on a professional participation model that describes what practices are used by ethical policing organizations to address ethical misconduct not covered by existing policing legislation.
- A list of educational resources is being assembled for use by CACP members and ultimately available through the website, technology permitting.
- A research proposal requesting funding to identify proven practices that have demonstrated improved ethical behaviour in organizations. While much has been written explaining police corruption and the path to unethical behaviour, there has

been very little research related to evaluating programs, policies and practices that are aimed at positively impacting police misconduct.

Over the next year, it is the intent of the Ethics committee to raise the profile of this issue within CACP. Our objective in this next reporting period is to make available reference material and proven concepts for the development of ethical behaviour to CACP members looking for assistance in this critical area.

Jim Hornby  
Chair  
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