

## **1.1 ENTITLEMENT TO DIGNIFIED TREATMENT**

Departmental Order #: 37-03

### **A. POLICY**

1. The Halifax Regional Police has always been concerned about the potential for the exhibition or expression of any form of bigotry, discrimination, prejudice and sexual, racial or workplace harassment by its members. This concern is not only with the manner in which members of the HRP may treat the public but also with the manner in which they may treat one another.

2. It is recognized that each member of the HRP is entitled to his/her own beliefs. However, a member of the HRP cannot allow those personal feelings to enter into contacts with the public or contacts with other members of the HRP.

3. Every member of the HRP: a. Must avoid any expression or display of prejudice, bigotry, discrimination, and sexual or racial harassment.

b. Shall conduct themselves at all times in a manner that promotes public confidence in the integrity and impartiality of the HRP. The appearance of bias or prejudice can be as damaging to the public confidence as would be the actual presence of bias or prejudice. Likewise, such behavior can damage the mutual respect between co-workers and must be avoided to maintain positive working relationships which are vital to a functioning organization.

4. Members of the Halifax Regional Police are conspicuous representatives of the Halifax Regional Municipality and are symbols of stability and authority upon whom the public can rely. As such, members of this force must recognize that individual dignity is vital to a free system of law and that while all persons are subject to the law, each person is equally entitled to dignified treatment by all those involved in law enforcement.

5. Therefore, all members of the HRP must, at all times, whether on duty or off duty, refrain from conduct or remarks which may be interpreted in a way that is detrimental to themselves, the HRP or any other person, department or agency involved in the administration of justice.

### **B. POLICE OFFICER**

1. Each police officer shall regard the discharge of his/her duties as a public trust and recognize his/her responsibilities to treat the public in an impartial manner during all interactions. In doing so, officers shall refrain from actions such as vehicle stops, questioning, searching, detaining or arresting based solely on a person's:

a. Race.

b. Ancestry.

c. Place of origin.

d. Ethnic origin.

e. Citizenship.

f. Creed.

g. Gender.

h. Sexual orientation.

i. Disability.

j. Age.

k. Marital status.

l. Same-sex partnership status.

m. Family status.