



Acknowledgement of Professional Responsibilities in the Royal Canadian Mounted Police National Recruiting Program

As an applicant to the RCMP Regular Member Recruitment Process, you are expected to read and sign that you understand that you will be held to the following expectations and standards, if you are eventually hired as a police officer in the RCMP. In addition, you will be expected to respect and live to these expectations and standards during the application process and cadet training.

This document will be retained on your applicant file and then your service file, if hired.

The RCMP has a primary mandate to enforce laws, prevent crime, and maintain peace, order and security. The RCMP is assisted in attaining its goal of a safe and secure Canada through the public's cooperation and assistance to prevent and solve crime. The public must be able to trust that police officers will carry out their duties honestly, fairly and impartially. As a police officer you will have a significant role in building and maintaining the public trust by upholding the highest ethical standards while performing your duties. These expectations regarding conduct will also apply to you while you are off-duty.

All federal public servants are governed by the principles found in the Values and Ethics Code for the Public Sector which covers: respect for democracy, respect for people, integrity, stewardship and excellence.

Maintaining the confidence of Canadians in the Royal Canadian Mounted Police is essential.

Members of the Royal Canadian Mounted Police are responsible for the promotion and maintenance of good conduct in the Force.

This Code of Conduct sets out responsibilities consistent with *section 37 of the Royal Canadian Mounted Police Act*, that reinforce the high standard of conduct expected of members of the Force.

1. Application

- 1.1 This Code applies to every member of the Force and establishes the responsibilities and standard of conduct for members, on and off duty, in and outside Canada.

2. Respect and Courtesy

- 2.1 Members treat every person with respect and courtesy and do not engage in discrimination or harassment.

3. Respect for the Law and the Administration of Justice

- 3.1 Members respect the law and the rights of all individuals.
- 3.2 Members act with integrity, fairness and impartiality, and do not compromise or abuse their authority, power or position.
- 3.3 Members give and carry out lawful orders and direction.

4. Duties and Responsibilities

- 4.1 Members report for and remain on duty unless otherwise authorized.
- 4.2 Members are diligent in the performance of their duties and the carrying out of their responsibilities, including taking appropriate action to aid any person who is exposed to potential, imminent or actual danger.
- 4.3 Members on duty are fit to perform their duties and carry out their responsibilities and are not impaired by drugs, alcohol or other substances.
- 4.4 Members properly account for, and do not alter, conceal or destroy, without lawful excuse, any property, money or documents coming into their possession in the performance of their duties.
- 4.5 Members are properly dressed and equipped and maintain their personal appearance, in accordance with applicable Force policies.
- 4.6 Members use government-issued equipment and property only for authorized purposes and activities.

5. Use of Force

- 5.1 Members use only as much force as is reasonably necessary in the circumstances.

6. Conflict of Interest

- 6.1 Members avoid actual, apparent or potential conflicts between their professional responsibilities and personal interests.

7. Discreditable Conduct

- 7.1 Members behave in a manner that is not likely to discredit the Force.

8. Reporting

- 8.1 Members provide complete, accurate and timely accounts pertaining to the carrying out of their responsibilities, the performance of their duties, the conduct of investigations, the actions of other employees and the operation and administration of the Force.
- 8.2 Members who are under investigation, arrested, charged, or convicted for a breach of any Canadian or foreign law report this fact to a supervisor as soon as feasible.
- 8.3 Members, unless exempted by the Commissioner, take appropriate action if the conduct of another member contravenes this Code and report the contravention as soon as feasible.

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9. Confidentiality and Public Statement

- 9.1 Members access, use and disclose information obtained in their capacity as members only in the proper course of their duties and abide by all oaths by which they are bound as members.
- 9.2 Members abide by their duty of loyalty and refrain from making public statements criticizing the Government of Canada or the operations or administration of the Force, except where authorized by law.

10. Political Activity

- 10.1 Members engaging in political activities abide by any applicable rules and government and Force policies.

The RCMP Mission, Vision and Values statement is also intended to guide your conduct and decision-making as a police officer. This statement outlines our commitment to ensuring a healthy workplace for all employees, the commitment to the communities that members serve and each other, and in particular that employees are committed to the core values of honesty, integrity, professionalism, compassion, accountability and respect.

Finally, expectations regarding conduct are also outlined in various policies and directives, and particularly important are those governing the public and private lives of members that may create a conflict of interest between your private interests and duties. Some of these situations include the use of government property, accepting or giving of gifts, avoidance of preferential treatment, workplace relationships, private assets or liabilities, and outside employment. As a police officer in the RCMP, you are expected to report or discuss certain private activities with your supervisors to assure that these activities do not place you or the RCMP at risk in terms of a conflict of interest and impartiality.

Your signature indicates your acknowledgement that you have read and understood the expectations and responsibilities identified and that you will be held to account to these expectations, if you are eventually hired as a police officer in the RCMP. In addition, you will be expected to respect and live to these expectations and standards during the application process and cadet training.

Acknowledgement 1

Applicant reads and returns this form with the other Selection Package forms to RCMP Recruiting.

Name of Applicant

Signature of Applicant

Date (yyyy-mm-dd)

Acknowledgement 2

Applicant will discuss this document upon enrolment to the Cadet Training Program and sign below.

Name of Applicant

Signature of Applicant

Date (yyyy-mm-dd)

Acknowledgement 3

Applicant will discuss this document upon enrolment to the Cadet Training Program and sign below.

Name of Witness

Signature of Witness

Date (yyyy-mm-dd)

Acknowledgement 4

Cadet reads and signs this document upon graduation from Depot and "Induction" to the RCMP.

Name of Applicant

Signature of Applicant

Date (yyyy-mm-dd)

Acknowledgement 5

Cadet reads and signs this document upon graduation from Depot and "Induction" to the RCMP.

Name of Witness

Signature of Witness

Date (yyyy-mm-dd)