

Town & Country Police Department



*Committed to an
Exemplary Level of...*

*...Service
and Protection*



Acknowledgement and Understanding of the Organizational Mission, Vision, Values Pillars and Principles

Mission

Provide an exemplary level of service through professionalism, education, prevention and enforcement without prejudice or bias.

Vision

Enhance the quality of life for our present and future community members.

Values

We value the life of every person.

We believe all persons should be treated with dignity and respect.

We reject discrimination.

We adhere to ten shared principles to bridge the gap between Law Enforcement and the Communities we serve

We endorse the six pillars of 21st Century Policing.

We endorse the four pillars of procedural justice.

We endorse the values inherent in community policing.

We believe in developing strong ongoing relationships.

We believe that law enforcement and community leaders should encourage citizens to gain a better understanding of the law to assist them in their interactions with law enforcement officers.

We support diversity in the law enforcement profession and strive to have a diverse organization.

We endorse using de-escalation tactics to reduce the potential for confrontations and believe human life should be taken only as a last resort.

10 Shared Principles to bridge the gap between Law Enforcement and the communities we serve.

1. We value the life of every person and consider life to be the highest value.
2. All persons should be treated with dignity and respect. This is another foundational value.
3. We reject discrimination toward any person that is based on race, ethnicity, religion, color, nationality, immigrant status, sexual orientation, gender, disability, or familial status.
4. We endorse the six pillars in the report of the President's Task Force on 21st Century Policing. The first pillar is to build and rebuild trust through procedural justice, transparency, accountability, and honest recognition of past and present obstacles.
5. We endorse the four pillars of procedural justice, which are fairness, voice (i.e., an opportunity for citizens and police to believe they are heard), transparency, and impartiality.
6. We endorse the values inherent in community policing, which includes community partnerships involving law enforcement, engagement of police officers with residents outside of interaction specific to enforcement of laws, and problem-solving that is collaborative, not one-sided.
7. We believe that developing strong ongoing relationships between law enforcement and communities of color at the leadership level and street level will be the keys to diminishing and eliminating racial tension.
8. We believe that law enforcement and community leaders have a mutual responsibility to encourage all citizens to gain a better understanding and knowledge of the law to assist them in their interactions with law enforcement officers.

9. We support diversity in police departments and in the law enforcement profession. Law enforcement and communities have a mutual responsibility and should work together to make a concerted effort to recruit diverse police departments.
10. We believe de-escalation training should be required to ensure the safety of community members and officers. We endorse using de-escalation tactics to reduce the potential for confrontations that endanger law enforcement officers and community member; and the principle that human life should be taken only as a last resort.

6 Pillars of U.S. Policing

1. Building Trust and Legitimacy
2. Policy and Oversight
3. Technology and Social Media
4. Community policing and crime reduction
5. Officer Training and Education
6. Officer Safety and Wellness.

Four Pillars of Procedural Justice

1. Fairness in Processes
2. Transparency in Actions
3. Provide an Opportunity for Voice
4. Impartiality in Decision Making

The below signature acknowledges the signing Officer has reviewed the above and agrees to faithfully carry out the mission, vision, values and philosophical pillars and Principles adopted by the Town and Country Police Department.

Printed Name

Signature

Date