



Vermont Criminal Justice Council's Law Enforcement Officers' Code of Conduct

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of law enforcement service. In furtherance of these duties, I hereby adopt and accept the following Code of Conduct and understand that this Code applies to conduct occurring at any time, including conduct on duty and off duty, unless otherwise specified:

- 1. Untruthfulness.** I shall not knowingly make an untruthful statement concerning a material fact or knowingly omit a material fact on an official criminal justice record, while testifying under oath, or during an agency's internal affairs or VCJC investigation.
- 2. Discrimination.** I shall not engage in a course of conduct or a single egregious act that evidences discriminatory conduct, or exhibits bias against individuals, based on race, color, creed, national origin, ancestry, sex, gender identity/expression, marital status, pregnancy, religion, age, socio-economic status, physical or mental disability, medical condition, disabled, or veteran status, sexual orientation, citizenship, or any other protected characteristic under law, which does not involve an expression of public concern, and which clearly and substantially demonstrates that I cannot perform my duties of office in a fair and impartial manner, with respect for the rights of others and laws of the state and nation.
- 3. Misuse of Official Position.** I shall not misuse my official position for personal or economic gain.
- 4. Domestic Violence.** I shall not attempt to cause, or cause, physical harm to a family or household member, nor place a family or household member in fear of imminent serious physical harm. I shall not violate the Domestic Violence Involving Law Enforcement Model Policy.
- 5. Unlawful Use of Force.** While on duty or under authority of the State, I shall only use force in accordance with the Statewide Use of Force Policy and 20 V.S.A. § 2368 (Standards for law enforcement use of force), including with the duty to intervene as provided therein.
- 6. Criminal Conduct.** I shall not engage in criminal conduct as defined by 20 V.S.A. § 2401(1) (Category A conduct).
- 7. Sexual Misconduct.** I shall not misuse my official position or use official resources to engage in unwelcome sexual advances, requests for sexual favors, and other verbal, physical, written, auditory, or visual conduct of a sexual nature.



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- 8. Falsification and Misuse of Property and Evidence.** I shall not manufacture or falsify evidence and shall not tamper with, conceal, withhold, or without authorization under policy convert to my own use any property or evidence which has been discovered, seized, gathered, or received in connection with the performance of law enforcement duties.
- 9. Bribes.** I shall not solicit or accept any solicitation or transfer of any item of value for the purpose of influencing my judgment or official conduct.
- 10. Cheating on Examinations.** While preparing for, administering, or participating in any official examination either conducted by the VCJC or law enforcement agency, I shall not cheat or use any dishonest method to obtain, furnish, assist in or accept, or attempt to obtain, furnish, assist in or accept, questions or answers to such examination.

Adopted by the Vermont Criminal Justice Council on October 02, 2024.

Effective January 1, 2025. 20 V.S.A. §§ 2401(2) and 2407.