

**MILTON POLICE DEPARTMENT
GENERAL ORDER**

SUBJECT: VCJC Code of Conduct

NUMBER: 44a

EFFECTIVE DATE: November 25, 2025

REVIEW DATE: November 25, 2025¹

AMENDS/SUPERCEDES: N/A

APPROVED: 
Frank Scalise, Chief of Police

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- I. Purpose:** Law enforcement employees, both sworn and non-sworn, bear the heavy responsibility of maintaining their own conduct and the honor and integrity of this department.

The purpose of this policy is to provide guidance to the standards of conduct embodied by the Vermont Criminal Justice Council, this agency's mission statement, and the Law Enforcement Code of Ethics.²

- II. Policy:** Officers of this department will abide by the Officer Code of Conduct³ and will maintain the highest standard of integrity by never violating the community's trust.

- A. Oath of Office: All sworn employees will take and abide by an oath of office before assuming sworn status. The oath of office is administered by the Town Clerk or their designee.

III. Officer Code of Conduct:⁴

- A. 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. **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

¹Code of Conduct policy adopted from the policy provided by the Vermont League of Cities and Towns (VLCT Code of Conduct 2025).

² Law Enforcement Code of Ethics, published by the International Association of Chiefs of Police

³ Adopted by the Vermont Criminal Justice Council on October 02, 2024.

⁴ Section III. A. 1. – 9. Adopted by the Vermont Criminal Justice Council on October 02, 2024.
Effective January 1, 2025.

of office in a fair and impartial manner, with respect for the rights of others and laws of the state and nation.

2. **Misuse of Official Position.** I shall not misuse my official position for personal or economic gain.
3. **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.
4. **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.
5. **Criminal Conduct.** I shall not engage in criminal conduct as defined by 20 V.S.A. § 2401(1) (Category A conduct).
6. **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.
7. **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.
8. **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.
9. **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.
10. **Associating with criminal element:** I shall not, except in the discharge of duty, knowingly associate with persons engaged in unlawful activities.
11. **Informants:** I shall maintain a professional relationship with department informants and shall not have any social, business or any other relationship beyond that required for official business.

12. **Courtesy:** I shall be courteous and civil to the public and others, avoiding harsh, violent, profane, or insolent language or manner, and shall maintain objective attitudes regardless of provocation.
13. I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department.⁵
14. **Financial Obligations:** I will avoid incurring financial obligations which are beyond my ability to satisfy.
15. **Judgement:** I will exercise judgment, initiative, and sound reasoning in all official transactions; strive for efficiency and effectiveness; exercise restraint in difficult situations; seek self-improvement through formal and informal training; and assist fellow officers whenever possible.

IV. Department Responsibilities:

- A. Violations of the Code of Conduct Adopted by the Vermont Criminal Justice Council and this policy will be investigated by department Internal Affairs to determine the validity of complaints and to report findings as prescribed by department policies and procedures.

⁵ Code of Ethics IACP