

Ligonier Valley Police Commission Code of Conduct

Preamble

The Ligonier Valley Police Commission is dedicated to ensuring public safety, community trust, and law enforcement accountability throughout the Borough of Ligonier, Ligonier Township, and surrounding jurisdictions. This Code of Conduct is adopted pursuant to and consistent with Article VIII of the Ligonier Valley Police Charter Agreement, and outlines the ethical principles, eligibility standards, and responsibilities expected of all Commission members to maintain the integrity and effectiveness of police oversight.

1. Ethical Leadership and Integrity

Commissioners shall demonstrate the highest standards of ethical conduct, honesty, and impartiality in all duties.

Decisions must be free from personal interest, bias, political pressure, or influence from any outside party.

2. Department Operations and Oversight Boundaries

The Chief of Police is solely responsible for the day-to-day operations, supervision, and management of the Ligonier Valley Police Department.

Commission members shall not interfere with, direct, or influence daily operational decisions, personnel matters, or tactical law enforcement activities.

The Commission's authority is limited to oversight, policy, budgeting, and long-term strategic planning as defined by the Charter Agreement.

All questions, concerns, or inquiries about operational matters shall be directed to the Chief through appropriate Commission channels and not through direct involvement or unilateral action.

3. Confidentiality and Information Integrity

Commissioners shall keep all non-public information obtained through their role confidential, including personnel matters, disciplinary hearings, and legal proceedings.

Use of confidential information for personal, political, or financial gain is strictly prohibited.

4. Conflicts of Interest

Commissioners must disclose any actual or potential conflict of interest, including:

- - Financial interests in contracts or vendors connected to the police department.
- - Close personal or family relationships with current department personnel or complainants.

A Commissioner with a conflict must recuse themselves from related discussion, deliberation, or voting.

5. Respectful and Professional Conduct

Commissioners must treat all individuals—officers, staff, residents, and each other—with respect, fairness, and civility.

Harassment, discrimination, or abuse of authority will not be tolerated.

Commissioners are expected to promote a culture of inclusion, fairness, and constructive dialogue.

6. Public Representation and Communications

No Commissioner shall represent the views of the Commission in public forums, media, or social media unless designated as an official spokesperson.

Commissioners must ensure their personal statements or opinions are not mistaken for official positions of the Commission.

7. Attendance and Participation

Active and consistent participation is essential to fulfilling the Commission's duties.

Commissioners must attend all scheduled meetings unless excused for valid reasons.

Repeated unexcused absences may result in disciplinary action or removal.

8. Eligibility and Disqualification

To protect public trust and maintain high ethical standards:

- - No individual shall be eligible to serve on the Ligonier Valley Police Commission if they:
 - Are currently charged with any criminal offense under federal, state, or local law.

- Have been convicted of a felony or any offense involving dishonesty, corruption, abuse of authority, or violence, unless officially pardoned or expunged.
- Are under active investigation by law enforcement or a government agency for criminal or ethical violations.

Commissioners must immediately report any new criminal charges filed against them during their term.

Individuals facing charges while serving on the Commission shall be suspended from all Commission duties pending the outcome of the legal process.

9. Enforcement and Disciplinary Action

~~Alleged violations of this Code of Conduct shall be referred to the appropriate oversight authority (e.g., municipal officials, solicitor, or ethics committee) for review.~~

~~Sanctions for violations may include reprimand, suspension, or removal, depending on the severity and circumstances.~~

~~Commissioners are entitled to due process in all disciplinary proceedings.~~

Alleged violations of this Code of Conduct shall be referred to the Commission president or vice president for review. Commissioners are entitled to due process in all disciplinary proceedings. Pursuant to Article 6 of the Pennsylvania Constitution, the entity which appointed the commissioner has the sole authority to remove a commissioner in light of any violations of this code.

Any sitting member of the Ligonier Valley Police Commission must immediately report any criminal charges filed against them during their term, to the Commission. A request could be made to Ligonier Township or Ligonier Borough to have them removed and a replacement found.

Any sitting member of the Police Commission who enters litigation with Ligonier Township, Ligonier Borough, or the Police Commission will be asked to resign their position. Should they refuse to resign, the Commission will request that the appropriate Board remove them and appoint a new member.

10. Acknowledgment and Commitment

All appointed members of the Ligonier Valley Police Commission must sign an acknowledgment agreeing to abide by this Code of Conduct upon appointment and renew their commitment annually.

Adopted by the Ligonier Valley Police Commission

Date: [Insert Date]

Commissioner Name (Printed): _____

Signature: _____

Date Signed: _____