



GUYANA POLICE FORCE ACADEMY CODE OF CONDUCT POLICY

1. BACKGROUND

1.1. The Guyana Police Force Academy (GPFA) serves as a cornerstone in the development, training, and professionalization of law enforcement personnel in Guyana. Established to meet the evolving challenges of policing in a dynamic society, the Academy has been a focal point for cultivating a highly skilled, disciplined, and community-oriented Police Force.

1.2. Additionally, the Guyana Police Force Academy was founded to address the growing need for a comprehensive and specialized training institution for Police Officers. Its establishment reflects the commitment of the Guyana Police Force to continuous improvement and the adoption of modern policing techniques to enhance public safety and security.

2. OBJECTIVES

2.1. This Code of Conduct aims to guide Police Instructors in their vital role of shaping the future of Law Enforcement in Guyana. Upholding these principles is essential for fostering a culture of professionalism, integrity, and respect within the Guyana Police Force Academy.

3. POLICY STATEMENT

3.1. This Code of Conduct serves as a guide for Police Instructors at the Guyana Police Force Academy, outlining the expected standards of behavior, professionalism, and ethical conduct. The principles herein are designed to uphold the values of integrity, respect, and dedication to excellence in training the future members of the Guyana Police Force.

4. SCOPE

4.1. This Policy is in accordance with the Guyana Police Force Discipline Act Cap. 17:01 and Guyana Police Force Standing Orders Number Twelve No. 12, Appearance and Conduct.

5. CODE OF CONDUCT

5.1. PROFESSIONALISM

- 5.1.1. Police Instructors shall exhibit the highest standards of professionalism in all interactions with recruits, colleagues, and the public.
- 5.1.2. Instructors are expected to maintain a positive and constructive attitude, fostering an environment conducive to effective learning and development.
- 5.1.3. Dress code adherence is mandatory, ensuring a neat and professional appearance always.

5.2. INTEGRITY

- 5.2.1. Police Instructors shall uphold the highest ethical standards, acting with honesty, fairness, and impartiality.
- 5.2.2. Any form of corruption, bribery, or unethical behavior is strictly prohibited.
- 5.2.3. Instructors must avoid conflicts of interest and promptly report any potential breaches of integrity.

5.3. RESPECT

- 5.3.1. All individuals, regardless of rank or background, shall be treated with dignity and respect.
- 5.3.2. Instructors must create an inclusive and supportive learning environment that values diversity and promotes tolerance.
- 5.3.3. Harassment, discrimination, or any form of disrespectful behavior will not be tolerated.

5.4. TEACHING EXCELLENCE

- 5.4.1. Instructors shall strive for continuous improvement in teaching methodologies, staying abreast of the latest developments in law enforcement training.

- 5.4.2. Lesson plans must be well-prepared, organized, and tailored to the specific needs of the students.
- 5.4.3. Constructive feedback should be provided to recruits, fostering their growth and development.

5.5. CONFIDENTIALITY

- 5.5.1. Instructors must respect the confidentiality of sensitive information related to students, fellow staff, and Academy operations.
- 5.5.2. Unauthorized disclosure of confidential information is strictly prohibited.

5.6. PHYSICAL FITNESS

- 5.6.1. Instructors shall maintain a high level of physical fitness to set an example for students and to fulfill the physical demands of training.
- 5.6.2. Regular participation in fitness activities is encouraged.

5.7. SAFETY

- 5.7.1. Instructors are responsible for the safety and well-being of recruits during training activities.
- 5.7.2. All safety protocols must be strictly followed to minimize the risk of injury.

5.8. CONTINUOUS LEARNING

- 5.8.1. Instructors shall engage in continuous professional development to enhance their skills and knowledge.
- 5.8.2. Attendance at relevant training programs and workshops is encouraged.

5.9. REPORTING VIOLATIONS

- 5.9.1. Instructors are obligated to report any violations of this Code of Conduct promptly to the appropriate authorities.
- 5.9.2. Whistleblower protections will be provided for those who report violations in good faith.

5.10. COMPLIANCE

5.10.1. Failure to comply with this Code of Conduct may result in disciplinary action, up to and including termination.

5.10.2. Instructors are expected to familiarize themselves with and abide by all relevant policies and procedures of the Guyana Police Force.

6. . EFFECTIVE DATE

6.1.This policy was approved and has come into effect as of November 13, 2023.

7. REVIEW PERIOD

7.1. A review of this policy will be conducted annually. The review will be conducted by the Training Board. The results of the review will be shared with the relevant stakeholders and necessary changes to the policy will be implemented based on the review.

8. REVISION PERIOD

8.1. This Policy was revised by the Training Board in February 2024.

9. APPROVAL OF POLICY

9.1.This Policy was approved by the Guyana Police Force Executive Leadership Team and the Guyana Police Force Academy Training Board.