

REVERE POLICE DEPARTMENT		Department Manual: Policy No. 100
Subject: Mission, Vision and Values Statement Policy		
MASSACHUSETTS POLICE ACCREDITATION STANDARDS REFERENCED: 12.2.1		GENERAL ORDER 2022-04
Effective Date: 03/30/2022 Review Date: 03/30/2024	ISSUING AUTHORITY <i>David J. Callahan</i> David J. Callahan Chief of Police	

NOTE: This policy is for the internal guidance of the Revere Police Department, and is not intended and shall not be used to establish a higher standard of care in any proceeding, civil or criminal, than is provided by State law, except that it may be used for internal disciplinary purposes.

I. PURPOSE:

The purpose of this policy is to establish and familiarize employees with the Mission, Vision and Value Statements of the Revere Police Department

II. POLICY:

It is the policy of the Revere Police Department to:

- A. Create and adopt Mission, Vision and Value statements which form the basis of our service to the community.
- B. Require all employees to be familiar with these statements and use them as a guide when carrying out activities of the department.

III. DEFINITIONS:

- A. **Mission Statement** -- A brief description of an organization's fundamental purpose which incorporates the organization's basic philosophy on carrying out its duties and responsibilities.
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B. Vision Statement -- A statement that sets the future direction of an organization and serves as a foundation for strategic planning efforts.

C. Values Statement -- A set of statements that form the foundation on which an organization conducts activities related to their Mission and Vision.

IV. Mission, Vision and Values Statement, Generally:

A. The Operations Manual of the Revere Police Department has been established to guide employees of the Revere Police Department in carrying out their duties. Underlying the purpose of the Manual and written directives of the department is our Mission, Vision and Values that guide and give substance and meaning to the activities of the employees of the department.

B. All activities of employees of the Revere Police Department should be consistent with the adopted Mission, Vision and Values.

Note**the manual consists of electronically posted Rules & Regulations and Policies & Procedures on DHQ and hard copy versions posted on clipboards in the Roll Call Room, OIC's Office and in the Administrative Wing of Police headquarters

V. MISSION:

We, the members of the Revere Police Department are Committed, take Pride, and are Dedicated to the needs of our community in the delivery of quality police services in an effective, responsible and professional manner regardless of race, color, national origin, sex, religion or age.

We recognize and accept our responsibility to maintain order while affording dignity and respect to each and every individual that we encounter. Our objective is to improve the quality of life throughout the community and inter-agency partnerships to thereby promote a safe and secure community for all.

VI. VISION:

Our vision for the future of our police department is to become a fully accredited agency devoted to policing our community in innovative, courageous and caring ways, with pride and integrity that earns the continuing respect of the public, and to provide a workplace where our employees of all ranks and assignments respect one another and derive satisfaction in their work.

VII. VALUES:

A. Service

We believe in providing a prompt, professional response and dependable follow-through to citizen calls, proactive patrol with a friendly, visible police presence in each of the City's neighborhoods, and showing compassion for the downtrodden and those who fall victim to crime, while treating those we arrest with courtesy, empathy, and the degree of control required to assure our safety and that of others.

B. Courage

We believe in having the courage to do the right thing for the right reasons, to stand up for what is right even if it is not the easiest or most popular thing to do, to provide a voice to and advocate for, those in our community who cannot, to display absolute honesty and to perform our duties in the face of danger and in the best tradition of the courageous officers who have gone before us.

C. Commitment

We believe in actively demonstrating our commitment to our profession, to our department, and to the citizens that we serve through professional, dependable and honest daily efforts and continuous improvement in our knowledge, our skills, and our performance.
