

New Orleans Police Department

Policy Manual

RULE 3: PROFESSIONAL CONDUCT

Revised: 10/27/2024, 12/26/2025

DEFINITION OF PROFESSIONALISM:

Professionalism is both an individual characteristic and an ideological position. The primary definition is that of individual professionalism: the idea that membership of a profession carries with it a set of internalized values that will be reflected in the way in which work is carried out and the ethical standards that are adhered to¹.

1. PROFESSIONALISM

Employees shall conduct themselves in a professional manner with the utmost concern for the dignity of the individual with whom they are interacting. Employees shall not unnecessarily inconvenience or demean any individual or otherwise act in a manner which brings discredit to the employee or the New Orleans Police Department.

2. ABUSE OF POSITION

Employees shall not use their position, official identification cards or badges for personal or financial gain, obtaining privileges, or for avoiding consequences of illegal acts. Employees shall not lend to another person their identification cards, badges, or uniform parts identifying the wearer as a police officer or permit them to be photographed or reproduced without the approval of the Superintendent of Police.

3. NEATNESS AND ATTIRE

Employees shall, except under circumstances which are duty related, be neat and clean in person and dress, and shall be attired and equipped in accordance with the Department's Operation Manuals, General Orders, Special Orders, and/or from a supervisor. Hair and moustaches shall be trimmed according to the Department's Operations Manuals.

4. ACCEPTING, GIVING ANYTHING OF VALUE

Members, in their official capacity as employee(s) of the City of New Orleans, shall not solicit or accept from any person(s), business(es), organization(s), or court(s) any gift, donation, good, money, property (tangible, intangible, real

¹ John Quiggin: *Commentary on Australian & world events from a social-democratic perspective*

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or personal), loan, promise, service, or entertainment for the benefit of the employee(s) or the Department without the expressed written approval of the Superintendent of Police. Requests for such approval shall be forwarded to the Superintendent of Police through the employee's chain of command using NEW ORLEANS POLICE DEPARTMENT 105 (Interoffice Correspondence).

Under no circumstances shall a gift, donation, good, money, property (tangible, intangible, immovable or movable), loan, promise, service, or entertainment be solicited or accepted by any members of the Department if it is reasonable to infer the person, business, or organization:

- seeks to influence action of an official nature or seeks to affect the performance or non-performance of an official duty, or
- has an interest which may be substantially affected directly or indirectly by the performance or non-performance of an official duty.

5. REFERRALS

Members shall not recommend or suggest in any manner, except in the transaction of personal business, the employment or procurement of a particular product, professional service, or commercial service (such as an attorney, doctor, ambulance service, towing service, bondsman, mortician, etc.). In the case of an ambulance or towing service, when such service is necessary and the person needing the service is unable or unwilling to procure it or requests assistance, employees shall proceed in accordance with established department policies and procedures contained in the Operation Manuals, General Orders and Special Orders.

6. COMMERCIAL ENDORSEMENT

Employees shall not permit or authorize the use of their names, photographs, or official titles identifying them as employees, in connection with a testimonial or advertisement of any commodity or commercial enterprise, without the written approval of the Superintendent of Police.

7. USE OF DRUGS/SUBSTANCE ABUSE TESTING

Employees shall be guided by the City's substance abuse policy as defined under Rule V, Section 9 of Civil Service Rules and C.A.O. Policy Memorandum # 89 (Revised). An employee shall not report to duty under the influence of any drug, medication or other substance impairing their normal sensory and/or motor body functions. Employees shall also adhere to the restrictions provided by the policies and rules of the Department, including the following guidelines:

- a. Employees shall refrain from using any substance containing THC while employed by the NOPD, regardless of the form or legal status of the substance.

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This prohibition includes “Adult-use consumable hemp products” as defined by La RS 3:1481. Commissioned members and civilian NOPD members employed in Sensitive Employment Positions (as defined in Chapter 13.21 – Alcohol and Drug Use Testing) will be subject to discipline, up to and including termination.

- b. A positive test result for Marijuana metabolites or THC metabolites stemming from substance abuse testing conducted pursuant to the Rules of the New Orleans Civil Service Commission will be considered a presumptive violation of this rule.

8. USE OF ALCOHOL/DRUGS ON-DUTY

Members shall not drink intoxicating beverages or consume Schedule I, II, III, IV or V, legal or illegal drugs, while on duty, except in the performance of duty and while acting under proper and specific orders from a superior officer. Members shall not appear for duty, or be on duty, while under the influence of intoxicants or drugs to any degree whatsoever, or with an odor of alcoholic beverage on their breath.

9. USE OF ALCOHOL/DRUGS OFF-DUTY

An employee while off duty, shall refrain from consuming intoxicating beverages and Schedule I, II, III, IV, or V drugs to the extent it results in public intoxication, obnoxious, or offensive behavior that discredits themselves, the Department, or renders the employee(s) unfit to report for their next regular tour of duty. Commissioned employees of the Police Department shall refrain from carrying a firearm while in an alcoholic beverage outlet (R.S. 14:95.5 Possession of firearm on premises of alcoholic beverage outlet. Employees shall refrain from carrying a firearm while consuming alcohol, or while under the influence of alcohol or any Controlled Dangerous Substance that may cause impairment.

10. ALCOHOL/DRUG INFLUENCE TEST

Any employee in violation of the rules pertaining to the use of alcohol and/or prohibited drugs on-duty and off-duty, shall submit to a test, as ordered by a supervisor. Under orders from the Superintendent of Police, or the Superintendent's designee, an employee shall submit to other additional tests such as saliva, urine, hair, and/or blood test.

11. USE OF TOBACCO

Members, while in uniform, may use tobacco if they are not in formation for inspection; leave their assignment or post for the sole purpose of smoking, and/or are not engaged in traffic control. When an employee is in direct contact with the public, he/she shall first obtain permission to use tobacco from the citizen with whom he/she is in direct contact with.

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All employees of the New Orleans Police Department are prohibited from smoking any type of hand rolled cigarette/cigar or machine rolled cigarette/cigar, which appears to be hand rolled while:

- on duty;
- off duty in uniform, including police secondary employment;
- in a city owned/leased vehicle, marked or unmarked;
- appearing as a representative of the New Orleans Police Department including but not limited to meetings, court appearances.

12. **RETALIATION**

Retaliation is treating a person differently or engaging in acts of reprisal or intimidation against the person because they have done one or more of the following:

1. Reported misconduct.
2. Filed a charge of discrimination or complaint,
3. Participated in an investigation,
4. Opposed a discriminatory practice, Exercised their rights, or
5. Performed their work-related duties.

Examples of retaliatory acts include but are not limited to threats; unsupported negative evaluations; withholding work-related information; giving punitive work assignments; denial of job benefits; giving demeaning or unnecessary job assignments; blocking advancement (e.g., promotion). This list is not exhaustive.

Retaliation is considered a serious offense and shall be grounds for discipline, up to and including termination of employment.

13. **SOCIAL NETWORKING APPLICATIONS, WEBSITES, PRINT, OR TRANSMITTED MEDIA, ETC.**

Employees shall not post any material on the internet including but not limited to photos, videos, word documents, etc. that violates any local, state or federal law, and/or embarrasses, humiliates, discredits or harms the operations and reputation of the Police Department or any of its members.