

**ORIGINAL VERSION ADOPTED 5/24/2018  
AMENDED 5/27/2021**

**CITY OF OAKLAND  
POLICE COMMISSION**

**Resolution Adopting a Code of Conduct for  
the Oakland Police Commission**

**Introduced by Oakland Police Commission Ad Hoc Rules Committee  
(Members: Commissioner Henry Gage III, Co-Chair, Commissioner Brenda  
Harbin-Forte, Co-Chair, and Commissioner Sergio Garcia)**

**WHEREAS**, Police Commissioners are public officials and have a responsibility to conduct themselves with the highest integrity and leadership; and

**WHEREAS**, Police Commissioners are responsible to all of the people of the City of Oakland, and not to any particular segment or group; and

**WHEREAS**, Police Commissioners must act in the public interest, not their private interests or any special interests; and

**WHEREAS**, Police Commissioners must strictly adhere to the legal and ethical requirements of office and avoid all situations where prejudice, bias or conflicts of interest could influence their decisions; and

**WHEREAS**, accountability for and between members of the Police Commission is promoted by the adoption of agreed-upon standards of behavior;

**WHEREAS**, Rule 7.1 of the Oakland Police Commission's Rules of Order calls for the adoption of a Code of Conduct to which Commissioners are to be held accountable; and

**WHEREAS**, this Code is intended as a statement of the expectations of Commissioner behavior, not as a pretext for discipline by the Commission, or evidence in support or removal of a Commissioner; now therefore be it

**RESOLVED**, that the Commission adopts this Code of Conduct in its entirety; and

**FURTHER RESOLVED**, that in accordance with the Oakland City Charter, the Oakland Municipal Code, and the Oakland Police Commission's Rules of Order, the following is established as the Code of Conduct for the Oakland Police Commission.

# OAKLAND POLICE COMMISSION

## CODE OF CONDUCT

**A. Responsibilities of All Commissioners.** Serving on the Commission is an honor. All Commissioners shall conduct themselves in a manner that demonstrates civility, courtesy, honesty, integrity, decorum, and respect in all discussions, debates, and interactions with the public, fellow Commissioners, and City of Oakland representatives and staff. Commissioners shall observe the letter and the spirit of all state and federal laws, the Charter of the City of Oakland, the Oakland Municipal Code, Commission Rules of Order, and this Code of Conduct. To promote these ideals and to ensure the credibility of the Commission, all Commissioners shall:

1. Prepare in advance for, attend, and fully participate in all Commission meetings, unless excused by the Chair;
2. Actively engage in assigned Commission committees and meet applicable deadlines;
3. Be respectful of time constraints during public meetings by raising only appropriate points that advance the decision-making process;
4. Foster a collaborative working relationship with other Commissioners and engage in discussions with them in a manner that shows respect and appreciation for their varied backgrounds, skills and interests, so that Commission business can be discussed openly and comfortably;
5. Respect differing opinions, and refrain from belligerent comments or personal attacks, shouting, or any other actions that could be construed as threatening or intimidating;
6. Take the time to comprehend, and then actively and diligently support and implement final action taken by the Commission as a whole, even when the Commissioner did not vote with the majority on such action;
7. Maintain the confidentiality of all confidential information disclosed to Commissioners, unless expressly authorized by the Chair, the Commission's legal advisor, or court order to disclose such information;
8. When appearing before or corresponding with another governmental agency, a non-governmental organization, or the public, clearly articulate whether they are acting or speaking on behalf of the Commission, on behalf of a Commission Committee, or in their personal or individual capacity;
9. When speaking as a representative of the Commission, state the Commission's official position on the issue, as reflected by a Commission vote. If a Commissioner who did not vote with the majority on the issue wishes to speak to the reasons for the Commissioner's individual vote, the

Commissioner should do so in a way that respectfully recognizes the vote of the majority;

10. Avoid any explicit or implicit promises on behalf of the Commission as to a certain outcome related to any Commission action. Commissioners may appropriately give a brief factual overview of Commission policy, but should refer questions to the Chair, Vice Chair, or Commission staff to provide further information.
11. Treat all staff as professionals and engage in clear, honest communication that respects the abilities, experience and dignity of each individual; and
12. Participate in the ongoing review and improvement of Commission procedures, such as this Code of Conduct.

**B. Responsibilities of the Chair.** It is a privilege to serve as the Commission's leader. With that privilege comes the responsibility to treat other Commissioners as equals, and in a manner that demonstrates appreciation and respect for their hard work and commitment. To promote these ideals, the Chair (or other Presiding Officer), in addition to complying with the responsibilities of all Commissioners as stated above shall:

1. Welcome input and suggestions from other Commissioners on how to improve the operations of the Commission;
2. Take the time to comprehend and then diligently comply with all of the Commission's rules of procedure and any other authorities governing the Commission's work;
3. Maintain order and decorum at meetings by applying the Commission's rules and other governing authorities in a consistent fashion to ensure the fair and equal treatment of all speakers;
4. Keep discussion and questions at the meetings focused on the specific agenda item under consideration, and ensure that discussion of related items advances deliberation of that agenda item; and
5. Seek advice from the Commission's Legal Counsel as necessary to ensure compliance with the Commission's rules and other statutes or authorities governing the Commission's work.

**C. Social Media.** Commissioners are strictly accountable for their conduct at all times, whether in public or private, in person or through social media outlets. Of course Commissioners may engage in activity that is protected by the First Amendment. However, Commissioners who maintain personal social media accounts and publicly disseminate information related to the Commission’s work must understand that their social media posts may discredit, undermine, or otherwise negatively impact the Commission, the City of Oakland, or the Oakland Police Department. For these reasons, Commissioners should exercise good judgment when posting content on social media platforms, and should refrain from using social media to attack, retaliate against, or harass other Commissioners, the Commission itself, the Oakland Police Department, and City staff.

**COMMISSIONER’S ACKNOWLEDGMENT**

I hereby acknowledge receipt of this Oakland Police Commission Code of Conduct on the date stated below and agree to abide by all of its terms.

\_\_\_\_\_  
Commissioner Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Commissioner Printed Name