



Pursuant to the article 2 paragraphs 2 and 3 of the Law on Police, No. 04/L-076, announced in Official Gazette of the Republic of Kosovo, No. 04/19 Mars 2012, the Minister of Internal Affairs, issues:

## **POLICE CODE OF ETHICS**

### **I GENERAL PROVISIONS**

#### **Article 1**

##### **Purpose**

1. The Code of Ethics of Kosovo Police (hereinafter: the Code of Ethics) represents moral and ethical standards of the Police, expresses the will and desire of the police officer for legal, professional, right, competent, correct and human action.
2. The purpose of the Code of Ethics is the increase of the awareness of the police officer for the importance of respecting ethical principles and strengthening the ethical and moral behavior in practice.
3. Appendix of the Code of Ethics is a description of values and attributes that identify the mission of the Police and the form of the Code of Ethics that each police officer is obliged to sign it and it will be stored in his dossier.

#### **Article 2**

##### **Respecting the personality**

1. Police officer is obliged to ensure protecting and respecting basic human rights and freedoms. To respect dignity, personality and integrity of every person, during the legal limitations from the human rights and freedoms.
2. Dignity, personality and integrity of every person will be protected by preventing to exercise torture, punishment for cruel, inhuman treatment, or other actions which are humiliating of humans.

### **II BASIC PRINCIPLES**

#### **Article 3**

##### **Behavior of the Police personnel**

While performing the official duties, Police officer, is obliged to behave with competence, to act and treat all persons humanly, respect dignity and personality of each person, as well as basic rights and freedoms, determined by the Constitution, law and this Police Code of Ethics.

#### **Article 4**

##### **Respecting the equality in front of the law**

Police officer, while performing the official duties, ensured that everyone are provided equal rights and basic freedoms regardless race, color, gender, language, belief, ethnicity, political beliefs or other, religious or philosophical, sexual orientation, economical situation, educational, social or belonging, social position or any other feature.

#### **Article 5**

##### **Protection of the Police authority**

1. Police officer, during the performance of the official duties as well as behavior in the private life, should protect, keep and advance the authority of Police. Especially should care for strengthen the integrity o Police in general.
2. The Police officer during the implementation of authorizations, duties and official procedures in relation with citizens, state institutions, nongovernmental organizations and other institutions, in his work he/she should be principled, to act with commitment and at the same time to be restrained, careful, not to harm the honor and prestige and not to bother unnecessarily or not to impose unnecessary obligations. Police officer should pay a special attention to the persons who need additional support and care.

#### **Article 6**

##### **Opposing the corruption**

The police officer should be unbiased, polite, professional, determined, immune and reject all types of corruption. The police officer has no privileges and does not ask for it for the self and others. With commitment he/she should report bribe and every other form of corruption.

#### **Article 7**

##### **The publicity of work**

Through the public work, legal, honest, polite, unbiased, transparent, courageous and professional, the police officer wins the good will of the citizens and in the same time accepts citizens as a form of control for their work.

#### **Article 8**

##### **Professionalism, education and independence**

1. The police officer should be educated – trained for professional fulfillment of duties and for this to undergo a professional training.
2. The police officer is entitled to join a syndicate or professional organization.
3. The police officer should not be under the influence of any political party and, professional performance of the police officer cannot depend on his/her political views neither by his/her point of view.

#### **Article 9** **Data protection and storage**

1. The police officer is obliged to protect and store data and information considered as secrets and other trustable data learned occasionally while on duty or off duty.
2. The obligation of storing trustable data and materials from the paragraph 1 of this article will continue even when the work relation of the police officer is terminated.

#### **Article 10** **Mutual respect**

Actions and relations between the police officers are based in mutual respect, reciprocal support and solidarity, collegiality, tolerance, honesty, mutual trust and pride, goodwill critique and good communication.

#### **Article 11** **Respecting the code of Ethics**

The police officer should act in accordance with the code of Ethics, for which is informed with its content and is aware for responsibilities and moral consequences in case of violating this code of Ethics.

### **III OBJECTIVES AND LEGAL BASIS**

#### **Article 12** **Objectives**

1. The main objectives of Kosovo Police are:
  - 1.1. To protect the life, property and to offer safety for all persons;
  - 1.2. To keep the public order and safety;
  - 1.3. To prevent and detect criminal acts and their perpetrators;
  - 1.4. To protect the basic human rights and freedoms;
  - 1.5. To treat equally all citizens regardless race, color, religion, gender and age;
  - 1.6. To perform supporting activities and services for citizens.

**Article 13**  
**Police status**

1. Kosovo Police is public service established based on the law.
2. All police actions and operations should be always performed in accordance with national legislation and international standards recognized by Kosovo.

**Article 14**  
**Legislation**

1. The police legislation should be in disposition for all citizens, clear and accurate in the proper level, supported by clear rules, rules which should be clear for the citizens as well.
2. The police personnel is subject to the same legislation just like ordinary citizens, only justified cases are excluded with the justification of police works in a democratic society.

**IV. THE ROLE OF THE POLICE IN THE JUSTICE SYSTEM AND MUTUAL RELATIONS**

**Article 15**  
**The role, respecting the independence**

1. There should be a clear difference between the role of Police and State Prosecution, legal and penitentiary system. The Police should not have the controlling functions toward these bodies.
2. The Police should respect strictly the independence and impartiality of the courts. Especially, the Police should not raise any objections against legal judgments or court decisions and not hinder their implementation as well.

**Article 16**  
**Delegated functions**

Like a general rule, the Police do not have any judicial role. Every delegation of the competencies of judicial bodies toward Police should be limited and in accordance with the law. Every person should have the right to appeal to the judicial authorities for any Police action, decision or inaction which threatens the rights of individual.

**Article 17**  
**Cooperation with the State Prosecution**

There should be a functional cooperation and in the right level between the Police and State Prosecution. When the Police act under the authority of the State Prosecution in an investigation issues, it should take clear instructions for the priorities of the investigational policy of the crimes and performing criminal investigation in respective cases as well. The Police should constantly inform the highest authorities of investigation of criminal acts regarding the implementation of their acts as well as, particularly, to report regularly for the thrift of the criminal proceedings.

#### **Article 18**

##### **Respecting the role of the attorney**

The Police should respect the role of the attorney in the process of criminal justice and, when needed, support individuals have legal assistance effectively, especially in the case of the individuals deprived from freedom.

### **V THE ORGANIZATIONAL STRUCTURE OF THE POLICE**

#### **Article 19**

##### **The organization of the Police**

1. The Police is organized in a such way to enjoy the respect from the public as a professional structure for law enforcement and ensuring services for citizens. The Organizational Structure of the Police functions based on two organizational levels: in central level and local level (local level includes regional level as well).
2. The organization of the Police is done based on the clear system command within the Police. It should be always possible to be confirmed that at which superior lies the responsibility for the actions or omissions of the Police personnel.

### **VI WORK RELATIONSHIP**

#### **Article 20**

##### **Employment criteria**

1. Police personnel of any level should be employed based on the qualifications, his personal experience and merits, which should be consistent with the Police objectives.
2. The employment procedures should be based on the objective and non-discriminatory criteria, including medical examination. In addition, police will aim to hire males and females of various society classes, including ethnic minority groups, so that the consistence of the police personnel reflects the society that they serve.

#### **Article 21**

##### **Use of force**

During the exercise of powers, the police officer legally is entitled to use the force, which should be reasonable, proportional and necessary. The authorization for the use of force should be used as a last chance and only to achieve a legitimate police objective.

## **Article 22**

### **Refusing of illegal orders**

1. The police officer must rigorously implement the orders given by the supervisor, but should also have the right to not implement the orders that are illegal and notify for these orders without having fear of sanction.

2. When from a police officer is required to perform tasks that are inconsistent with his regulations or authorizations, he is obliged to refuse the task and act according to the regulations that govern this field. The police officer cannot be imposed to perform such task, impose any disciplinary measure or any other sanction due to refusal of committing any illegal act.

## **VII RIGHTS AND OBLIGATIONS OF A POLICE OFFICER**

### **Article 23**

#### **Rights of a police officer**

As a rule, the officer shall enjoy the same civil and political rights as other citizens. Restrictions on these rights can only be made where necessary to exercise police functions in a democratic society, when they are in accordance with the law, international conventions and instruments, where Kosovo is a signing party as well.

### **Article 24**

#### **Representative organizations**

A Police Officer shall enjoy social and political rights as a civil servant in the highest possible level. Particularly, police personnel should have the right to organize itself or take part in representative organizations (such as unions), receive a salary and adequate social insurances, as well as be provided with special health and safety measures, taking into account the special nature of police work.

### **Article 25**

#### **Discipline**

Disciplinary measures against the police personnel shall be subject of a review by an independent body or a court (sanctions imposed by the Internal Disciplinary Committee shall be subject to review by the Appeals and Awards Committee who makes the decision, and in certain cases final decision is made by the General Director of Police). Police management and public authorities shall support the police personnel when they are subject of groundless allegations concerning their duties.

## **Article 26**

### **Impartiality**

A police officer should not be influenced by any political party, professional performance of the police officer cannot depend on his political beliefs or views. Change of political parties in power should not affect the police professionalism. A police officer has the right to join a union or professional organization.

## **Article 27**

### **Prevention of corruption**

In all organizational levels and structures of Police, effective measures are provided in order to prevent and combat corruption within Police. The Directorate of Professional Standards and the internal Audit and Inspection Unit shall have a special role.

## **Article 28**

### **Mutual relations**

Relations between police officers are based on the determination of hierarchy, respect, support, mutual solidarity, collegiality and friendship, tolerance, sincerity, mutual trust and dignity. Those encourage the mutual dialogue and high professionalism in the profession of the police officer. In internal relations, phenomena as humiliation, contempt and underestimation must not take place.

## **Article 29**

### **Secondary job**

A police officer may perform independent scientific and pedagogical work in the field of publications in security area. With the supervisor's written permission and approval from the management of authorization of secondary work, the officer may perform a secondary job outside Police, if those jobs are not coincided with police work and do not reduce the prestige of Police.

## **VIII TRAINING OF THE POLICE OFFICER**

### **Article 30**

#### **Police Training**

A police officer must be educated - trained to professionally fulfill duties and for this to undergo professional training. The Police training, which will be based on the fundamental values of democracy, rule of law and protection of human rights, will be conducted in accordance with the Police objectives. General training of police officers will be open to society as much as possible.

### **Article 31**

#### **Periodic Trainings**

1. General initial training, is preferred to be followed by periodic service trainings, and when necessary by specialized training for management and leadership.
2. Respective units for training at all levels, especially the Department of Training, should play a key role in fulfilling the obligations arising from this article.
3. In the training of police officers at all levels, practical training on the use of force and its limitations should be included, taking into account the principles of human rights as provided in the European Convention on Human Rights and other legislation in force from this area.

## **IX INVESTIGATIONS**

### **Article 32**

#### **The principle of innocence**

Police should follow the principles according to which every person charged with a criminal offense shall be presumed innocent until found guilty by the court, and that any person charged with a criminal offense has certain rights, particularly the right to be immediately informed of the charge against him/her and to prepare for his/her protection personally or through legal assistance of his/her own choice.

### **Article 33**

#### **The objective investigation**

Police investigations should be objective and impartial. Police need to take into account and adjust to the specific needs of individuals, such as children, youth, women, minorities including ethnic minorities and persons at risk.

## **X TRANSITIONAL AND FINAL PROVISIONS**

### **Article 34**

#### **Applicability**

The principles set out in this Code of Ethics shall apply to all cases of performing police official duties by all police officers.

### **Article 35**

#### **The curriculum**

The principles of this Code are part of the curriculum in the Kosovo Academy of Public Safety.

**Article 36**  
**Abrogation**

By entering into force of this code of ethics, the principle P – 1.14 is abrogated- Code of Ethics of Kosovo Police, of the month October 2009.

**Article 37**  
**Annexes to the code of ethics**

1. Annexes attached to this Code of Ethics, are part of this.

- 1.1. Annex 1: notification form;
- 1.2. Annex 2: mission statement.

**Article 38**  
**Effective date**

This Code enters into force after signed by the Minister of Internal Affairs.

**Mr. Skender HYSENI**

  
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**Minister of Internal Affairs**

**Date:** 12 / 11 / 2015



**Republika e Kosovës**  
Republika Kosova – Republic of Kosovo  
Qeveria – Vlada – Government

Ministria e Punëve të Brendshme Ministarstvo Unutrašnjih Poslova  
Ministry of Internal Affairs



Policia e Kosovës/Policija Kosova/Kosovo Police

Drejtoria e Përgjithshme e Policisë/  
Generalna Policijska Direkcija/General Police Directorate

**Notification about the Code of Ethics**

I, \_\_\_\_\_ admit that during the basic training in the  
(Type the name and surname)

Kosovo Academy for Public Safety, I have been informed, I have learned and I have gained knowledge about the moral and ethical standards of Police, which I have fully understood. By signing this notification, I agree and express my will and desire about the importance of respecting ethical principles and strengthening of moral and ethical behavior in practice, during my work as a police officer and my private life.

In my oath in Kosovo Academy of Public Safety, I have solemnly declared that in the interest of all citizens of Kosovo without exception, I will respect the Constitution, laws, administrative guidelines and regulations of Police and I will perform my duties with professionalism, honesty and accountability.

Aware of the importance of police work and my legal responsibility as a police officer, I declare that the full implementation of highest standards of ethics and morality will be a guide during my work, for which I swore when I joined Kosovo Police.

Department/Directorate/Unit/Section: \_\_\_\_\_;

Signature of the police officer: \_\_\_\_\_, ID no. \_\_\_\_\_;

Rank: \_\_\_\_\_;

Place: \_\_\_\_\_;

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_



## **KOSOVO POLICE MISSION STATEMENT**

TO PROVIDE PROFESSIONAL, EFFECTIVE AND EFFICIENT LAW  
ENFORCEMENT IN KOSOVO.

### **STRATEGIC OBJECTIVES**

- TO PROTECT LIFE AND PROPERTY
- TO PRESERVE PUBLIC TRANQUILLITY
- TO PREVENT AND DETECT CRIME
- TO UPHOLD THE RIGHTS OF THE INDIVIDUAL
- TO TREAT PEOPLE FAIRLY AND IMPARTIALLY, IRRESPECTIVE OF  
RACE, CREED COLOUR, RELIGION, GENDER OR AGE.

### **VISION**

- TO PROVIDE FOR KOSOVO, A POLICE SERVICE COMPETENT IN  
EVERY ASPECT OF ITS STRATEGIC PRIORITIES, TRUSTED BY THE  
PEOPLE OF KOSOVO AND PROUD OF ITS PERFORMANCE.

### **VALUES**

- HONESTY
- PROFESSIONAL INTEGRITY
- COURAGE
- RESPONSIVENESS
- ACCOUNTABILITY
- FORBEARANCE