

RWANDA NATIONAL POLICE



RWANDA NATIONAL POLICE CODE OF ETHICS

April 2026



RNP VISION, MISSION AND CORE VALUES



People in Rwanda are safe, involved and reassured.



Rwanda National Police is dedicated to deliver high quality service, accountability and transparency, safeguard the rule of law and provide safe and crime free environment for all.



RNP is guided by core values that define conduct, decisions, and service of all police officers:

- Justice and respect for Human rights
- Integrity
- Stability and social order
- Team work and partnership
- Openness
- Accountability
- Community relations focused
- Professional conduct, efficiency and effectiveness



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ACRONYMS

CG: Commissioner General

IGP: Inspector General of Police

NST: National Strategy for Transformation

OG: Official Gazette

PDU: Police Disciplinary Unit

RNP: Rwanda National Police

SOPs: Standard Operating Procedures



FOREWORD

1. It is with great pleasure and profound sense of responsibility and guidance that I present to you Rwanda National Police (RNP) Code of Ethics as a moral compass formulated to lead every member of the force to always do the right thing, in the right way, for the benefit of the people.

2. As we confront the evolving challenges of law enforcement in the 21st century, it is imperative that we remain steadfast in upholding the principles and values that define the RNP as a professional institution.

3. The Code of Ethics underscores the importance of delivering on this noble responsibility with the utmost respect for the rights and dignity of every individual in our society.

4. It further embodies the enduring values that have defined policing throughout history, while also integrating contemporary perspectives that address the evolving needs of society. It is a living document that reflects our commitment to adapt and grow with the changing demands of policing.



5. Every police officer must unreservedly embrace the moral and ethical values enshrined in this Code of Ethics as RNP's guiding standard ethical values. Let it remind us that, as guardians of safety and security of the Rwandan people and their property, our actions reverberate through the communities we serve, shaping public perception, trust and partnership.

6. Our commitment to this Code of Ethics affirms our shared mission to build safer and more resilient communities. By upholding these moral and ethical values, we honor the badge we wear, the oath we swore, and the people we serve.

7. Together, let us strive continuously for excellence and accountability. Through our collective efforts, we will not only uphold the pleasurable traditions of law enforcement but also pave the way for a future where our profession is candidly synonymous with quality service, compassion and integrity.

Felix NAMUHO RANYE

CG

INSPECTOR GENERAL OF POLICE



BACKGROUND

8. Under the National Strategy for Transformation Two (NST2), the Government of Rwanda has committed to a broad socio-economic and governance transformation. Particularly the Transformational Governance pillar whose key priorities include strengthening crime prevention through community policing, expanding regional and international security partnerships, and promoting a culture of excellence and patriotism as the prerequisites to bringing a large-scale and long-term improvements in both the economy and the quality of life of its citizens.

9. To effectively align with NST2, RNP is implementing targeted interventions that reinforce discipline among police officers and promote zero tolerance to malpractice. These efforts are essential for strengthening good governance, enhancing accountability, and ensuring efficient, citizen-centred public service delivery. Thus, the following measures should be strictly enforced:



- a. Enhancing discipline among police officers including leadership guided command and control; conducting on job trainings, career courses, inspections as well as enforcing disciplinary sanctions to police officers found guilty of misconduct.
- b. In addition, the policy of zero tolerance to all forms of corruption, which is one of the mechanisms of deterrence to malpractice and misconduct, the Code of Ethics will also play a pivotal role in upholding discipline and professionalism among police officers.
- c. Therefore, the essence of adopting RNP Code of Ethics is anchored in the need to lay down a foundation for awareness and training on morals and ethical values required of professional law enforcement officer.



RATIONALE

10. The Code of Ethics is a foundational framework to guide police officers in upholding the highest standards of professional conduct and moral behavior, both on and off duty. It provides a set of shared values and ethical principles that support officers in making appropriate decisions when faced with complex and sensitive situations.

11. Embracing this Code shall reinforce morals and professionalism among police officers. It will have a positive impact on the disciplinary trajectory and probity in all its essentials, failure of which sanctions would apply.

12. The Code of Ethics operates in harmony with the RNP Code of Conduct. While the "Code of Ethics" focuses on prevention by defining the moral standards and values that should shape behavior; the "Code of Conduct" is more operational in nature and prescribes the corresponding sanctions for misconduct. They both, maintain order, discipline, and professionalism within the institution.



13. Furthermore, the Code of Ethics does not replace the RNP statute or invalidate other existing regulations and directives. Rather, it strengthens and supports these instruments by promoting a coherent ethical culture that enhances the effectiveness and discipline of the police force.

14. As a practical reference tool, this Code of Ethics serves as a guide for officers in their direct engagement with the community, it safeguards them against temptations, and ensures disciplined conduct in the execution of their duties.

Understanding National legal framework

15. Every RNP officer must be familiar with key legal instruments in order to effectively enforce them. These include but not limited to:

- a. The Constitution of the Republic of Rwanda,
- b. The organic laws, Criminal, Procedures, Evidence and other laws,
- c. Orders and instructions.



16. Police officers must know the laws governing their institution, such as RNP Statute, the Code of Conduct, Code of Ethics and the Inspector General's instructions.

Statutory Basis

17. According to the Article 161 of the Constitution of the Republic of Rwanda, RNP is generally responsible for ensuring security of persons and property throughout the country. This constitutional responsibility requires police officers to uphold high moral and ethical standards. In addition to the Constitution, the RNP is subject to other key instruments, namely: The Police Statute, the Police Act, and the Police Code of Conduct. For example, the Police Act sets out the RNP's guiding principles in serving the community, namely:

- a. Justice and respect for human rights guaranteed by the Constitution and other laws,
- b. Integrity,
- c. Harmonious collaboration with the Community
- d. Being accountable to the community.



18. Developing and adoption the Code of Ethics is part of implementation of resolutions adopted by RNP Senior Management Council held in June 2023. RNP leadership emphasized the need to adopt Code of Ethics detailing moral values and standard for strengthening force discipline and professionalism thereby nurturing the aforementioned organizational culture.



ETHICAL AND CORE VALUES

19. Ethical values are the set standards of moral behaviour that guide conduct within a society, organization, or institution.

20. RNP officers shall always be committed to ethical values at all time, whether on or off duty. This commitment gives them the moral strength needed to make complex decisions in their daily policing work.

21. Below are the ethical values that form the RNP Code of Ethics. Each of the seventeen (17) ethical values includes a definition, examples, and an "I" statement that reflects every police officer's personal commitment to uphold these standards.



PATRIOTISM

22. Patriotism means love, devotion, and loyalty to the country, rooted in its values, culture, and history. For police officers, patriotism shall always reflect inclusive and civic-minded expressions of Rwanda's national pride. It is expressed through the following pillars:

- a. Love of Rwanda: I will always serve with deep affection for Rwanda, both on and off duty. This love is rooted in Rwanda's shared history, language, culture, and traditions.
- b. Loyalty and Devotion: I shall remain loyal to Rwanda's leadership and government, working to protect the safety and well-being of citizens. This involves supporting the country in period of peace and defending it in times of challenge to preserve its sovereignty.
- c. Contributing to the Common Good: I will always actively contribute to the welfare and development of the people of Rwanda. This shall include participating in civic engagement, community service (for example, Umuganda), and contributing to the progress of Rwandan society.



d. Defending Freedom and Rights: I will always take responsibility to protect the freedoms and rights of the people of Rwanda and uphold the sovereignty of its government. This commitment entails safeguarding national achievements, defending against external threats, and addressing internal challenges that endanger public well-being and human rights, both within and beyond our borders.

e. Uphold Rwandan Culture and Values: I will at all times uphold Rwanda's cultural values (for example, Indangagaciro na Kirazira) and ensure that, in serving the community, the image of the RNP is preserved by avoiding culturally unacceptable practices.



Examples

Examples of meeting the standard ethical value of patriotism are when you:

- Prioritize public service and actively work to protect and serve the communities.
- Demonstrate a commitment to enforcing laws impartially and upholding the principles of justice.
- Protect and respect the constitutional rights and freedoms of all individuals, treating everyone with dignity and fairness.
- Actively engage with the community, building positive relationships and fostering trust between law enforcement and citizens.
- Educate the public about legal rights and responsibilities, contributing to civic awareness and understanding.
- Demonstrate ethical behavior in all professional and personal interactions, reflecting the highest standards of integrity.



UNITY

23. This value reflects the understanding that people come together, work collaboratively, and build social cohesion. It involves recognizing shared institutional goals, common interests, and a commitment to cooperation for the greater good. The following are the major aspects of unity:

- a. Common Purpose: I will always rally around a common purpose, shared goals, and values that seek to develop our country. This shared objective creates a sense of belonging and strengthens our collective identity.
- b. Collaboration: I will embrace unity, which encourages collaboration and cooperation among police officers.
- c. Social Cohesion: I shall contribute to social cohesion by promoting harmony and inclusiveness. I shall always value unity, which is pre-requisite for addressing policing challenges and advancing development in Rwanda.



Examples

Examples of meeting the standard moral and ethical value of unity are when you:

- Build positive relationships within the community and foster collaboration among fellow police officers.
- Actively engage with community members through outreach programs and community events that seek to establish positive relationships.
- Foster open and transparent communication between RNP and the community, encouraging the use of dialogue to address safety and security concerns and build trust and partnerships.
- Collaborate with other law enforcement agencies and social service providers in the interest of safety and security of members of the community.
- Actively support and participate in diversity and inclusion initiatives both within RNP and in the community.
- Develop and apply effective conflict resolution techniques to de-escalate tense situations and promote common understanding.
- Foster a sense of unity among fellow officers through sharing team-building initiatives and shared goals.
- Actively address and respond to safety and security concerns, demonstrating a commitment to working together to improve the quality of life for everyone in the communities.



INTEGRITY

24. Integrity signifies the quality of being consistently honest and upholding strong moral principles. This ethical value is defined by the following core values, which are essential for all police officers in the service:

a. Honesty and Transparency: I will be honest and transparent in all situations. I will remain truthful and never misuse my position as a police officer.

b. Decency and Reliability: As a police officer, I will consistently uphold the law without bias, regardless of personal beliefs, interests, or affiliations. I will always strive to maintain public trust in the RNP.

c. Straightforwardness: I will be straightforward in my duties, avoiding dishonest or any corrupt tendencies.



Examples

Examples of meeting this standard ethical value of integrity are when you:

- Strictly adhere to and uphold the laws and regulations without bias or favoritism.
- Take decisions based on moral and ethical principles, even in complex and challenging decision-making situations.
- Communicate openly and honestly with fellow officers, immediate supervisors, and the public, providing accurate and transparent information.
- Take responsibility of actions and decisions, admitting mistakes and learning from them.
- Uphold a zero-tolerance policy to corruption, bribery, or any form of unethical behavior.
- Protect and respect the civil rights of all individuals, ensuring fair and unbiased treatment.
- Engage in community outreach programs that emphasize the importance of integrity in law enforcement, promoting trust and accountability.



PROFESSIONALISM

25. Professionalism refers to the expected skills and competence related to a person's professional responsibility. RNP officers are expected to always act professionally at all times, and will never abuse my position in any way. In light with this ethical value, officers must consistently observe the following underlying principles:

- a. Professional demeanour: I will maintain a professional demeanour at all times, treating all individuals with respect and courtesy.
- b. Self-Control: I will exercise self-control and demonstrate emotional intelligence, especially in challenging situations.
- c. Desist from Objectionable Behaviour: I will consistently refrain from engaging in unprofessional or offensive behaviour, both on and off duty.
- d. Refrain from unauthorized and sloppy communication: I will at all times refrain from publicly commenting or expressing personal views on sensitive issues such as politics, religion, or gender, whether local, national, regional, or global.



e. Ensure Adaptability: In order to remain relevant, I will uphold the ability to adapt to new policing trends and avoid rigidity in order to remain relevant. This means embracing efforts to align with modern police service standards as required in changing times. I will for example remain flexible and vigilant to keep pace with the use of modern technology in police service.



Examples

Examples of meeting this standard ethical value of professionalism are when you:

- Maintain a neat and professional appearance, including wearing the uniform correctly.
- Communicate effectively and respectfully with colleagues, commanders and the public, both verbally and in writing.
- Uphold high moral and ethical standards, avoiding conflicts of interest and making decisions based on fairness and integrity.
- Arrive on time for shifts, meetings, and appointments, demonstrating reliability and commitment.
- Follow established internal SOPs consistently, ensuring standard approaches to law enforcement.
- Treat all individuals with respect and dignity, regardless of their background, race, gender, or socioeconomic status.
- Safeguard sensitive information and maintain confidentiality as required by law and RNP internal processes and procedures.
- Collaborate effectively with colleagues, recognizing the importance of teamwork in achieving common goals.
- Stay proficient in the use of relevant technology and tools essential for modern law enforcement agency.



SERVICE EXCELLENCE

26. Service excellence is the ability to understand what customers expect from a provider and to ensure those expectations are met and ideally exceeded.

27. As a police officer, I will always ensure exceptional and outstanding service delivery that meets or exceeds public expectations. As such, I will always practice the following:

a. High quality service: I will always commit to delivering services of the highest quality and going the extra mile to satisfy the public's needs and expectations, within the bounds of legitimacy and responsibility.

b. Safety and security of people and their property: I will commit to safeguarding the people living in Rwanda and their property, ensuring safety and security at all times and serve with a clear understanding of public needs and uphold the law in every action.



Examples

Examples of meeting this standard ethical value of service excellence are when you:

- Actively engage with the community, attending meetings, events, and interacting with residents to understand their concerns and needs.
- Respond promptly and effectively to calls, inquiries, and requests from the public, ensuring clear and respectful communication.
- Approach interactions with empathy and compassion, recognizing the diverse needs and emotions of individuals in various situations.
- Uphold a high level of professionalism in all interactions, demonstrating respect, courtesy, and integrity.
- Actively participate in problem-solving within the community, collaborating with residents and stakeholders to address concerns.
- Demonstrate strong conflict resolution skills to de-escalate tense situations and foster positive outcomes.
- Be accessible to the community, whether through regular patrols, community events, or other initiatives that facilitate approachability.



RESPECT FOR HUMAN RIGHTS

28. Respect for human rights will involve recognizing the fundamental worth of human beings in terms of their rights and freedoms cognizant of equality and fairness as legally justifiable. Below are the constitutive elements of the ethical value of respect of human rights:

- a. Respect for fundamental freedoms: I will steadfastly respect, protect and promote the fundamental rights and freedoms of all individuals, regardless of race, ethnicity, gender, religion, nationality, or any other characteristic.
- b. Avoiding excessive force: I will dutifully avoid using excessive force except whenever necessary and subject to the proportionate situation in accordance with the existing RNP Standard Operating Procedures on use of force and firearms.
- c. Acquaintance with international human rights principles: I will commit to learn continually and becoming fully conversant with internationally recognized human rights laws and principles.



Examples

Examples of meeting this standard moral and ethical value of respect for human rights are when you:

- Adhere to local and international laws and regulations that protect human rights, ensuring fair and just treatment of all individuals.
- Follow established use-of-force guidelines, using force only when necessary and proportionate to the threat faced.
- Treat all individuals with respect and dignity, without discrimination based on race, gender, ethnicity, religion, sexual orientation, or socioeconomic status.
- Conduct arrests in accordance with established procedures, respecting the rights of the individual being arrested.
- Inform individuals of their right to legal representation and ensure access to legal counsel during questioning and legal proceedings.
- Respect individuals' right to privacy, conducting searches and seizures only when authorized by law and with proper justification.
- Be transparent about law enforcement activities, policies, and procedures, fostering trust through open communication with members of the community.
- Support and participate in accountability mechanisms, including internal and external oversight, to address any violations of human rights.



IMPARTIALITY AND FAIR TREATMENT

29. This ethical value represents even handedness, requiring that decisions be grounded in objective criteria rather than bias, prejudice, or favoritism. Benefits must never be granted to one person over another for inappropriate or illegitimate reasons. To uphold this principle, the following components must be honored:

- a. Unbiased treatment: I will always emphasize the just and objective treatment of individuals, ensuring that decisions and actions are not influenced by personal prejudices, favouritism, or discrimination.
- b. Equal service: I will resolutely serve all people equally and politely irrespective of their race, gender, ethnicity, religion or other individual features.
- c. Human-centeredness: I will consistently uphold humanistic values with the appropriately applicable community service attitude without invoking threats, quarrels, or any other obnoxious behaviour.



Examples

Examples of meeting this standard ethical value of impartiality and fairness are when you:

- Apply laws consistently and equally to all individuals, regardless of their race, gender, ethnicity, religion, or socioeconomic status.
- Make decisions based on facts and evidence, without allowing personal biases or prejudices to influence judgment.
- Use language that is inclusive and respectful, avoiding discriminatory or offensive remarks.
- Actively engage with diverse community members to build trust and establish positive relationships with all segments of the population.
- Communicate openly and transparently with the public, providing information on law enforcement practices and procedures.
- Ensure prompt and fair investigations into allegations of misconduct, treating all parties involved with impartiality.



ACCOUNTABILITY

30. This ethical value represents the obligation to be answerable, requiring officers to accept responsibility and account for their own actions. The following pillars constitute this value:

- a. Responsibility: I will always be responsible for my conduct and accept the consequences of decisions and related action, whether positive or negative.
- b. Collaboration: I will collaborate with internal and external stakeholders, and provide accurate information and data whenever required.
- c. Encouragement: I will always embrace teamwork, encourage and support fellow law enforcement officers to adhere to the established moral and ethical principles.
- d. Reporting: I will commit to report any unethical or illegal behaviour by colleagues to appropriate authorities or immediate supervisors.



Examples

Examples of meeting this standard ethical value of accountability are when you:

- Strictly adhere to policies and procedures (SOPs), demonstrating a commitment to following established guidelines and instructions.
- Maintain a high level of professionalism in all interactions, both on and off duty.
- Communicate openly and transparently with the public about law enforcement activities, decisions, and outcomes.
- Provide accurate and detailed reports of incidents, ensuring the documentation of facts without bias.
- Cooperate with internal and external oversight stakeholders, providing necessary information for impartial preliminary investigations.
- Acknowledge and take responsibility for mistakes, errors, or lapses in judgment, and work towards learning and improvement.
- Address lodged public complaints promptly and fairly and resolve safety and security issues raised by the members of the community.
- Accept responsibility for actions, participate in accountability measures, and address any misconduct.



COMMUNITY ENGAGEMENT

31. Community engagement is the process of working collaboratively with groups of people connected by geographical proximity, shared interests, or common circumstances to address issues affecting their wellbeing. This ethical value requires police officers to actively involve and cooperate with individuals and organizations within the community to solve problems and pursue shared development goals. This ethical value involves the following components:

- a. Building positive relations: I will persistently build positive relationships with members of the community and be actively engaged in community policing initiatives in order to build trust, partnership and receive feedback.
- b. Paying attention to safety and security concerns: I will listen attentively to the community's safety and security needs and collaborate with stakeholders to address them.



Examples

Examples of meeting this standard ethical value of community engagement are when you:

- Actively participate in local community meetings and neighborhood gatherings to understand community security concerns.
- Establish and maintain positive relationships with community members, local leaders, and organizations through regular interactions and forums.
- Foster open, respectful, and approachable communication with community members, emphasizing active listening.
- Engage with youth through school visits and meetings, mentorship programs, and extracurricular activities to build positive relationships.
- Implement community-policing initiatives that involve collaboration and problem-solving with community members to address local safety and security issues.



CONFLICT RESOLUTION

32. Conflict resolution is the process of ending disputes and reaching agreements that respect the interests of all parties involved. This ethical value emphasizes communication, negotiation, and peaceful problem-solving approaches to address issues at hand. In this respect, RNP officers commit to the following principles:

- a. Apply de-escalation techniques: I will adopt and use de-escalation techniques (For example listening/understanding concerns and reflective assessment/ comment) to defuse potentially volatile situations.
- b. Use of force as a last resort: I will use force only as a last resort, and always in accordance with the law.



Examples

Examples of meeting this standard ethical value of conflict resolution are when you:

- Practice active listening to fully understand safety and security concerns and perspectives of all parties involved in a given conflict.
- Stay calm and composed in high-stress situations, modeling the behavior expected from others involved in the conflict.
- Demonstrate empathy by acknowledging and validating the emotions and concerns of those involved in the conflict.
- Communicate clearly and effectively, avoiding confrontational language and ensuring that instructions or information are easily understood.
- Be mindful of non-verbal cues, such as body language and facial expressions, to convey a sense of understanding and openness.
- Build trust with those involved in the conflict by demonstrating sincerity, honesty, and a commitment to fair resolution.
- Assess potential risks and hazards in the situation to inform decision-making and prioritize the safety of everyone involved.
- Identify and emphasize shared goals or concerns to establish common ground and foster a sense of togetherness.
- Reflect on past experiences and learn from successful conflict resolutions, continuously improving skills over time.



PROFESSIONAL DEVELOPMENT

33. This ethical value emphasizes the continuous pursuit of skills, knowledge, and abilities that enhance an individual's effectiveness and success in professional life. Police officers commit to the following principles of professional development:

- a. Readiness for furthering knowledge: I will continuously seek opportunities for education and/or training in order to improve skills and knowledge as a law enforcement officer.
- b. Being up to date: I will commit to steadfastly stay up to date with the latest and promulgated legal instruments and best practices regarding law enforcement both in Rwanda and internationally.



Examples

Examples of meeting this standard ethical value of urge for professional development are when you:

- To pursue relevant training programs to deepen knowledge and skills in specific areas of law enforcement.
- Regularly attend workshops, seminars, and conferences related to law enforcement, crime prevention, community policing, and other relevant themes.
- Actively participate in in-service training sessions provided by the leadership of RNP, focusing on newly promulgated legal instruments, processes and procedures.
- Engage in mentorship programs to learn from experienced and senior officers and network with professionals both within and outside the country.
- Pursue leadership training programs to develop managerial and leadership skills, preparing for potential supervisory or leadership roles in RNP.
- Utilize online learning platforms and resources to access relevant courses, webinars, and other educational and training materials.
- Collaborate with other officers from sister law enforcement agencies for joint training exercises, fostering inter-agency cooperation and mutual learnings.



FITNESS FOR WORK

34. Fitness for work implies that an individual is physically and psychologically fit to perform assigned tasks competently, without compromising their own safety and health or that of others. This ethical value reflects the expectation that police officers will always ensure they are physically, mentally, and emotionally capable of performing assigned tasks and responsibilities. In this respect, officers must be mindful of the following principles:

- a. Readiness for duties: I will ensure that I am fit to carry out my roles and responsibilities as assigned by my supervisors.
- b. No drinking while on duty: I will strictly avoid consuming alcohol while on duty.
- c. No sidestepping: I will avoid sidestepping my responsibilities and will never influence fellow police officers to neglect their duty.
- d. No misuse of drugs: I will strictly avoid the misuse of prescribed drugs and the use of illicit substances that impair fitness for duty substances which may render me unfit for work.



e. Obligation to inform superiors about unfitness: I will commit to immediately informing my supervisors or commanders if I am unfit or impaired for duty.

Examples

Examples of meeting this standard moral and ethical value of fitness for work are when you:

- Engage in regular physical exercises to build and maintain strength and flexibility.
- Maintain a Healthy Weight: Strive to maintain a healthy weight through nutrition and regular physical exercises.
- Stress Management: Develop effective stress management techniques, such as mindfulness and coping with the demands of the daily work.
- Ensure sufficient and quality sleep to support physical and mental recovery.
- Balance work and Personal Life: Strive to achieve a healthy work-life balance to prevent burnout and fatigue.



CONFIDENTIALITY

35. Confidentiality refers to the process of keeping information secure and private, whether it is provided by an individual or learned in the course of one's duty, with no opportunity for unauthorized access or disclosure or disclosure without official consent or authorization. Further elements of this ethical value to honor are:

- a. Safeguard sensitive information: I will at all times safeguard sensitive information and evidence in my custody, handle it appropriately, and disclose it only as permitted by law and for legitimate purposes.
- b. Respect individual privacy: I will always respect personal data and privacy, and collect, use, and share information only in accordance with the law and relevant regulations.



Examples

Examples of meeting this standard moral and ethical value of confidentiality are when you:

- Are well-versed in relevant laws and regulations regarding the confidentiality of law enforcement information.
- Ensure that personal electronic devices are secure and not used to store or transmit sensitive information.
- Safeguard physical and digital records, ensuring they are stored securely and only accessible to authorized personnel.
- Use secure communication channels for discussing sensitive information, such as encrypted radios or secure messaging systems.
- Restrict access to confidential information only to those individuals with a legitimate need to know.
- Use strong passwords and pass-codes to protect electronic devices and systems containing confidential data.
- Utilize encryption tools for electronic communication and storage of sensitive information.
- Physically secure documents containing confidential information, such as case files, when not in use.
- Refrain from discussing confidential information in public spaces or where conversations can be overheard.
- Report any unauthorized access or potential breaches of confidentiality to appropriate supervisors or authorities.



PROTECTION OF INFORMANT/ WHISTLE-BLOWER

36. This ethical value implies that police officers must always safeguard information and personal data of informants and whistle blowers, preventing unauthorized access or disclosure without official authorization. As such, it includes the following commitments:

- a. Be conversant with rights of informants: I will always be aware of respect for the rights of informants and whistle blowers who report misconduct or unethical behavior by law enforcement officers.
- b. Protection of informant/whistle-blower data: I will dutifully protect the personal data of informants and whistle blowers who cooperate with the RNP.



Examples

Examples of meeting this standard ethical value of Protection of Informant/Whistle-blower are when you:

- Keep the identity of informants and whistle-blowers confidential to prevent acts of retaliation.
- Use secure and encrypted communication channels when interacting with informants or whistle-blowers to protect their identity and information.
- Be aware of and adhere to legal protection of informants and whistle-blowers, ensuring their rights are upheld.
- Build a trusting relationship with informants and whistle-blowers by demonstrating integrity, professionalism, and commitment to their safety.
- Safeguard any documents or information provided by informants or whistle-blowers, ensuring that they are stored securely and not disclosed without proper authorization.
- Handle information provided by informants or whistle-blowers in accordance with RNP policies and legal requirements.
- Establish and promote anonymous reporting mechanisms to encourage individuals to come forward without fear of retaliation.
- Inform informants and whistle-blowers about the steps taken to protect their identity and assure them of their safety.
- Advocate for and support whistle-blower protection policies within RNP to safeguard individuals' reporting of misconduct.
- Ensure that supervisory personnel are aware of and committed to protecting the identity of informants and whistle-blowers.



ETHICAL DECISION-MAKING

37. Ethical decision making typically refers to the process of evaluating and choosing among the possible courses of action in a manner consistent with ethical values. In making ethical decisions, it is imperative to identify and eliminate unethical options while selecting the most ethical course of action. Ethical decision making further covers the following principles:

- a. Conformity to moral standards: I will strictly obey the moral and ethical standards enshrined in the RNP Code of Ethics, as well as other instructions that support ethical decision making.
- b. Seeking guidance: I will seek advice from my immediate supervisors or commanders and follow established RNP processes and procedures when making decisions, as ethically expected of a police officer.



Examples

Examples of meeting this standard ethical value of ethical decision making are when you:

- Be well-versed in RNP policies, Code of Ethics and Code of Conduct, and relevant laws to ensure decisions align with established standards.
- Uphold a high level of professional integrity, adhering to moral and ethical principles both on and off duty.
- Treat all individuals with fairness and impartiality, regardless of their background, race, gender, ethnicity, or socioeconomic status.
- Communicate openly and transparently with the public, colleagues, and superiors, providing clear justifications for decisions and actions.
- Take responsibility for one's actions, acknowledging mistakes, and working towards resolution and improvement.
- Be aware of and avoid conflicts of interest that could compromise objectivity or fairness in decision-making.
- Consider the potential consequences of decisions on individuals, the community, and the reputation of the law enforcement agency.
- Consult with colleagues or supervisors when facing ethical dilemmas, seeking diverse perspectives before making decisions.



LAWFULNESS

38. In general terms, lawfulness means being in harmony with the law. The actions of police officers must always be consistent with the law, and the following pillars of lawfulness must be upheld:

a. Objectivity in law enforcement: I will constantly enforce the law in a fair and impartial manner, ensuring that my actions remain within the legal framework and respect due process, while upholding the rights and freedoms of individuals and safeguarding public safety and security.

b. Avoid conflict of interest: I will dutifully avoid any compromise of my decisions arising from personal interests, family ties, friendships, financial or social factors, or other circumstances. I will also refrain from any unethical behavior, such as seeking revenge, aimed at self-aggrandizement.



Examples

Examples of meeting this standard ethical value of Lawfulness are when you:

- Stay well-informed about local and international legal frameworks to ensure a comprehensive understanding of legal requirements.
- Strictly adhere to adopted RNP SOPs policies and procedures, aligning actions with established guidelines.
- Use force only when justified and in accordance with established use-of-force guidelines, emphasizing de-escalation techniques where possible.
- Respect and protect the constitutional rights of individuals, including the right to due process, freedom of speech, and protection against unreasonable searches and seizures.
- Execute duties within the confines of the law, ensuring that actions are lawful, ethical, and proportional to the situation.
- Follow proper procedures for detaining and arresting individuals, respecting their rights and ensuring legal justification.
- Promptly report any instances of misconduct or illegal behavior observed within RNP to the appropriate authorities/ concerned supervisors.
- Treat all individuals fairly and without discrimination based on race, gender, ethnicity, religion, or socioeconomic status.
- Embrace community-oriented policing strategies that involve collaboration with community members to address public safety concerns lawfully and effectively.
- Use technology lawfully and ethically, respecting privacy rights and adhering to regulations governing surveillance and information collection.



DIVERSITY

39. Diversity refers to the practice of including and valuing people from a wide range of backgrounds, identities, and perspectives. It encompasses differences in ethnicity, nationality, gender, race, religion, political affiliation, lifestyle, and other characteristics, and emphasizes the respectful coexistence of these varied experiences and viewpoints.

40. Police officers must be mindful that Rwanda does not work in isolation. Diversity therefore entails recognizing and respecting inclusivity, being multiculturally accommodative, and balancing global perspectives with the preservation of Rwandan culture. To this effect, police officers at RNP are expected to:

- a. Respect for diversity: I will acknowledge and celebrate diversity, not by erasing differences but by appreciating and respecting them. To build a unified police force, I will always contribute to social harmony and pursue our common goals, regardless of differences in family background, skills or experiences, the differences in terms of family background and skills.



b. Avoid being judgmental: I will always appreciate people's differences and will not mistreat or discriminate against them for who they are or for their beliefs.

Examples

Examples of meeting this standard ethical value of balanced diversity are when you:

- Understand people's religious beliefs.
- Appreciate various cultural orientations.
- Comprehend various sexual orientations.
- Express equitable treatment of people but maintain the disciplinary stance and while recognizing peculiarities.



SUMMATION AND AMENDMENT

41. As a summation, this Code of Ethics is designed to ensure that police officers understand the guiding principles and values that define the Dos and Don'ts of policing within the RNP.

42. This Code of Ethics complements the RNP Code of Conduct and must be applied together with all other relevant laws.

43. For amendment purposes, it is important to recognize that laws and policing trends evolve over time. Therefore, it is recommended that RNP Code of Ethics to be reviewed every five years or whenever necessary under the authorization of the IGP to adapt to changing circumstances affecting policing landscape.

44. Accordingly, any new changes will be communicated to police officers; otherwise, this Code of Ethics shall be applied in its entirety as signed by IGP.



P.O. Box 6304 KIGALI - RWANDA
info@police.gov.rw
police.gov.rw

