



Code of **Ethics** for **INTERPOL** Officials



Respect



Integrity



Excellence



Teamwork



Innovation

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Secretary General's Foreword

INTERPOL celebrating its centenary is an opportunity to remind ourselves that ethics are at the very core of policing.

INTERPOL's mandate – to promote the widest possible police cooperation worldwide – is built on an essential premise: trust. The trust of officials in our Organization; the trust of member countries in the General Secretariat; and the trust of the public whom we ultimately serve.

This trust is maintained through promoting good governance throughout our Organization, and I believe that the bedrock of good governance is effective ethics.

Given our mission and our status as INTERPOL officials, we are all required to meet certain ethical standards. The Code of Ethics for INTERPOL Officials outlines the principles and values that guide our work. It provides a framework for ethical conduct in all of our actions, in all duty stations around the world.

It is based on our core staff values of respect, integrity, excellence, teamwork and innovation, and is set within the framework of respect for human rights and accountability.

Our Code of Ethics is more than just a set of principles and values. It is a fundamental part of who we are and what we stand for it. It is a compact that binds us together.

For the past 100 years, our officials have been the very foundation of INTERPOL. The skills, qualifications, experience and sense of professionalism of our people have made this Organization what it is today.

Celebrating INTERPOL's centenary, acknowledging its milestones and significance in today's global security architecture, means recognizing the common achievements of all our officials.

Thank you for being part of the history of this great Organization.

Together, we will continue to make the world a safer place for all.

Jürgen Stock
Secretary General



Message from the **Chief Ethics Officer**

The celebration of our Organization's Centenary is a significant moment for us to reflect on our journey, values, and our role as international civil servants. This Centenary celebration is a rare historical occasion, reminding us of the enduring importance of ethical conduct in every aspect of our work, both individually and collectively.

The INTERPOL Code of Ethics applies to all our officials, whatever their background and status whether seconded or under contract, across duty stations, and different nationalities. Although the Organization's texts such as the Staff Manual contain specific rules and regulations, they are not designed to be able to cater for every operational situation. This is where the Code of Ethics is particularly useful – by establishing common values that underpin our behaviour. By applying the values in our daily work, we ensure that our behaviour is befitting of our prestigious international organization.

The Ethics Office is always available to assist with discussion of the Code of Ethics and its application.

Only by working together, across all units, at every level, in all duty stations, and throughout the Organization, can we contribute to creating a safe, fair, ethical, and values-driven environment.

S. Capsalas

Sandrine Capsalas
Chief Ethics Officer

Code of **Ethics** for **INTERPOL** Officials

INTERPOL is the world's largest international police organization.

The Code of Ethics for INTERPOL Officials, adopted by the Executive Committee in November 2015, encourages the development of personal standards of behaviour born out of a sense of pride in belonging to INTERPOL. The Code of Ethics is based on INTERPOL's aims, vision and mission.

INTERPOL's aims are to ensure and promote the widest possible mutual assistance between all criminal police authorities, and to establish and develop all institutions likely to contribute effectively to the prevention and suppression of ordinary law crimes.

INTERPOL's Constitution emphasizes that any action is taken "within the limits of the laws existing in the different countries and in the spirit of the Universal Declaration of Human Rights", and that it is forbidden for the Organization to "undertake any intervention or activities of a political, military, religious or racial character".

INTERPOL's vision is "Connecting police for a safer world", and its officials should share this vision. By showing loyalty to this vision, officials demonstrate their integrity and their international outlook.

INTERPOL's mission is "Preventing and fighting crime through enhanced cooperation and innovation on police and security matters". Officials should endorse and support the Organization's mission.

INTERPOL's staff values are **respect, integrity, excellence, teamwork and innovation**. The actions of international officials should be guided by these values which they should reflect in their work and daily activities. They should defend these values in a practical manner through their actions and behaviour.

Our Organization requires that its staff show the utmost respect and consideration towards the police profession and law enforcement officers, especially by recognizing that the police exist to protect people and enforce the law.

Diversity should be considered as an asset. Diversity is reflected by differences between people in terms of their race, colour, age, gender, social or ethnic origins, nationality, family or marital status, sexual orientation, political, philosophical or religious convictions, or as a result of a disability or any other characteristic. In an international environment, a peaceful and welcoming workplace is essential and can only be achieved through restraint and tolerance towards diversity.

Respect

Tolerance and understanding should prevail. Discrimination is not acceptable. Officials of the Organization should conduct themselves under all circumstances in a manner befitting their status as international officials. They are not expected to give up their national sentiments, or their religious, political or philosophical convictions, but they should at all times proceed with the reserve and tact incumbent upon them by reason of their international status.





Integrity

Our Organization expects its officials, at all levels, to behave in an ethical manner. This means that they must display honesty, good faith, impartiality, incorruptibility and responsibility.

Our Organization is committed to maintaining the highest standards of integrity, transparency and accountability in its activities.

Officials of the Organization should refrain from any action which may reflect adversely upon their international status or upon the integrity, independence, impartiality or exemplarity of conduct required by the dignity of their functions.



Excellence

To maintain the Organization's efficiency and competitiveness, professional knowledge and skills have to be nurtured.

The quality and reliability of our information and contributions are key to successfully reaching our goals.



Teamwork

Relations within the Organization should be guided by mutual respect. It is necessary for permanent, effective, constructive and relevant dialogue to prevail within the Organization. Tact and courtesy contribute towards a harmonious working environment.

Our Organization encourages colleagues to demonstrate team spirit by sharing relevant information and properly acknowledging each person's merits. To foster this team spirit, the Organization places importance on solidarity, professional dedication and the sharing of experiences among colleagues.



Innovation

A continuous process of innovation is necessary to attract and maintain the interest of our Members and partners. The Organization therefore encourages creativity in managing projects, anticipating our Members' needs, and developing new services.

The Organization encourages initiatives from the staff as this contributes to a sense of personal achievement.

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