Ethics and Organizational Strategies

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**Analyzing Current Level Of Officers Misconduct**

Police misconduct is considered to be the set of illegal actions or inappropriate conduct that police offers take in connection with their official duties. In the current scenario, the level of officers misconduct can be analyzed by looking deeply at the activities of police officers that involve discrimination or miscarriage of justice (Johnson, 2018). Usually, it happens that police officers intentionally make himself involved in some actions that are considered to be illegal. As police misconduct is seen to be ever increasing in the most developed countries like the U.S., there is a high need to look up to this matter and analyze it thoroughly.

The main advantage due to the increase in the use of mobile devices is that it tends to allow the victims to record the alleged misconduct, abuse, and police misconduct. Due to this, it has been observed that officers misconduct is receiving publicity on social media. However, one thing that must be taken into consideration is that police officer now try to intimidate the individuals to prevent them from using their cameras. There are certain ways to analyze the current level of officers misconduct such as by looking at the different types of misconduct and coming up with the total number of incidents in which police officers were involved in misconducting with the public. The numbers then can be compared with the numbers of other organizations which help us to identify whether the official misconduct in this organization is too much high or is it normal as compared to the other organizations.

**Improving Ethics In Police**

There are certain steps that are necessary in the current case to train the officers in repeatedly and successfully making ethical decisions whether they are on duty or off.

**Ethical pre-planning**

When it comes to the officer misconducts, it is quite necessary to engage the police officers in ethical pre-planning. The best and the easiest approach is to play the "when/then" game when it comes to training the officers for officer survival (Johnson, 2018). Such a process can be used when it comes to ethics and preparing the officers ahead of time for potential ethical challenges.

**Consider The Consequences**

One of the main reason why police officers are often seen in misconducting with the citizens is due to the unawareness of consequences. There is a high need for police officers to clearly understand and fear regarding the consequences that can occur due to police misconduct (Piraino, 2017). Police officers must be informed about the consequences that they may face such as loss of career, and even jail (Zavala et al., 2016).

**Put Up Ethics Reminders**

Another important step that can be taken is to place ethics reminders where the police officers may see. Code of Ethics, The Law Enforcement Oath of Honor along with some other ethical reminders are ideal in such case. There can be small cards with values such as accountability, legacy, and integrity are not so hard to create.

**Think, And Then Act**

The matter of fact is that most of the misconducts tend to occur in the case when the officers are confronted by an unexpected ethical challenge (Zavala et al., 2016). The training must teach the officers to slow down while making an ethical decision. The training of the police officers will tell teach them that there is a high need to always think before indulging into any action.

**Implementation Of Techniques**

The above-discussed techniques can be implemented and emerge as the best practices for the police officers regarding the officer's misconduct. First and the foremost need is to look upon the ethical pre-planning. It can be done with the approval of the higher authorities within the organization (Piraino, 2017). The reason for that is simple that intuition of any type of games is not considered to be a mature practice in any organization. However, it must be taken into consideration that such intuition can emerge as a great practice that may help to change the way police officers behave.

The organization must have a discussion just like an assembly on a daily basis, and address the police officers regarding the consequence that they may face. After becoming acknowledged with the consequences that may occur due to the misconduct, the police officers may avoid such acts in the upcoming time (Johnson, 2018). Moreover, the ethics reminder can be simply put in a place where the police officers may see them again and again, so that a sense of responsibility among themselves may develop.

**Evaluation Of Effectiveness**

Officers misconduct is of many types, so it may become a lengthy process to look up at each aspect of the training effectiveness and find out whether it was effective or not. The reason for that is quite simple that there is a different type of police offices in which some may understand and become well-trained officers when it comes to ethics, whereas some would not even bother about that. However, the effectiveness of training can be evaluated by comparing the officer misconduct that had happened before with the ones that may happen even after the implementation of the training (Piraino, 2017). In case if the numbers are less, it indicates that the training is somehow effective. However, if the numbers remain the same or even increase then for an obvious reason, the training can be considered to be a failure in the organization.

**References**

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