

Commissioner J. Dudley
Chair-Commission on POST
860 Stillwater Road #100
West Sacramento, CA 95605

November 16, 2018

Re: Request to Rescind Commission Action to Amend Law Enforcement Code of Ethics

Dear Commissioner Dudley,

At its October 18, 2018, meeting, the Commission proposed amending the Law Enforcement Code of Ethics ('Code') from its current form as stated in Commission Regulations. The proposed changes affect three areas: deleting the terms "mankind" and "men" and the optional statement "before God" from the Code's text.

I am requesting the Commission rescind this proposal/action, and either make no changes to the Code from its current form or reschedule the item for a future Commission meeting. The basis for my request is primarily twofold.

First, the Bagley-Keene Open Meeting Act requires notice [agenda] of the items of business to be addressed during the meeting. Although the agenda description provided on-line for the October 18, 2018, meeting did contain the required "brief description" when it stated, "...there is a need to review the language [of the Law Enforcement Code of Ethics] to ensure that it remains relevant and inclusive of all who serve as peace officers, and those who are served by California law enforcement," the agenda's associated material was much more specific in focus and indicated a smaller scope of action by the Commission.

The agenda's associated/linked "Report on Proposed Changes to the Law Enforcement Code of Ethics" ('Report'), included with the on-line agenda item, only mentions possible replacements of the words "mankind" and "men" while making no mention of addressing any other changes in any other portion of the Code. Additionally, at the June 21, 2018, commission meeting, the Commission advised it would "take a look at" the Code's Regulation that includes the gender and deity references. However, only the gender pronouns were shown in the Report for the October meeting.

Based on the exclusiveness of October's agenda Report and its lack of reference to addressing the deity issue briefly noted in the prior commission meeting, it appeared reasonable to conclude the Commission would only address the terms "mankind" and "men" in the Code during the October meeting. The Commission's amendments to other areas exceeded the scope of the agenda item.

Secondly, the reactions of the public and law enforcement, and likely communiques to the Commission and associated staff since the October meeting, indicate a significant lack of awareness by those parties and a significant aversion to the proposed changes. Though one's

Date

Page 2

lack of awareness is by no means a mandate for reversing an action, the depth of reactions, coming from current and past law enforcement and public members, found in social media and by direct contact to POST employees, indicates additional review of the proposal is very much warranted and desired. Although POST's mission is to "continually enhance the professionalism of California law enforcement in serving its communities," none of California's 80,000+ law enforcement officers or leaders spoke on this issue at the October meeting. Their unawareness of the agenda item should not dismiss hearing their increasing voice and concerns, which is now revealed and clearly indicates this issue should be revisited.

Lastly, I must provide one of many historical notes. At the June 13, 1975, Special Commission Meeting, the Commission's consensus was "that the Code of Ethics should be left alone until there is a problem demonstrated." I posit that no problem has been demonstrated, and the traditions and terminology of the Code are still fully-understood by the masses and even more so by California's law enforcement officers who well and fairly treat all in accordance with the Code they know by heart. The perceived objectionable terms, which both historically and currently are used very inclusively, and the historical context of "God" clearly with no religious test being required, indicate no problem currently exists.

I first ask the Commission to rescind its action on the Code. If the action still seems warranted for consideration, I would ask the existing proposal be rescinded and the topic be placed on a future commission agenda. I, and likely many, many others, look forward to providing comments related the current Law Enforcement Code of Ethics' meaning, history, and relevance prior to and during such meeting.

Thank you for your review of this issue.

Sincerely,



Michael Barnes



cc: William "Toby" Darden-POST Legal Counsel
Manny Alvarez-POST Executive Director

Singley, Melani@POST

From: Brian Johnson <bjohnson@ecpd.org>
Sent: Wednesday, November 07, 2018 1:07 PM
To: Singley, Melani@POST
Cc: Brian Johnson
Subject: Notice of Proposed Reg Action - Amend Law Enforcement Code of Ethics- Comm Reg 1013 and Procedure C-3

Melani,

After reviewing this proposed regulation, I am interested to know what is the driving force to amend the Law Enforcement Code of Ethics?

Respectfully,

Brian

Brian P. Johnson
Chief of Police
El Centro Police Department
[REDACTED]
bjohnson@ecpd.org

Singley, Melani@POST

From: Stan Dale [REDACTED]
Sent: Wednesday, November 07, 2018 1:08 PM
To: Singley, Melani@POST
Subject: 11 CCR § 1013

Good afternoon,

Please note that in line one, the wrong word is used. It should be "ensure", not "insure". Those two words have separate meanings.

Stan

----- Forwarded message -----

From: POST News <postnews@post.ca.gov>
Date: Wed, Nov 7, 2018 at 12:44 PM
Subject: POST Bulletins: Notice of Proposed Regulatory Actions
To: [REDACTED]



Date: November 16, 2018
Bulletin: No. 2018-32

Title: [Notice of Proposed Regulatory Action - Amend Law Enforcement Code of Ethics - Commission Regulation 1013 and Procedure](#)

Date: November 16, 2018
Bulletin: No. 2018-34

Title: [Notice of Proposed Regulatory Action - Commission Regulation 1005; Minimum Standards for Training](#) (pdf)

For a complete list of Regulatory Actions, visit the [POST Website](#).

CALIFORNIA COMMISSION C
S T A N D A R D S A N D



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860 Stillwater Road, Suite 100, West S

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--
Stanley J. Dale, MA, JD, CCEP
Attorney, Mediator and Arbitrator

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COMMISSION ON POST

2018 NOV 15 PM 1:40

November 10, 2018

Commission on POST

Attention: Melani Singley

860 Stillwater Road, Suite 100

West Sacramento, CA 95605-1630

Dear Ms. Singley,

Regarding the proposed amendments to the Law Enforcement Code of Ethics, I agree, a change is needed.

- Removing the words "man" and "mankind" from the first paragraph
- Removing the phrase "before God" and the accompanying footnote from the last paragraph

The Law Enforcement Code of Ethics is to insure all peace officers are fully aware of their individual responsibilities to maintain their own integrity and that of their agency. To use more generic language to ensure relevance and inclusivity seems incongruous.

Change "man" and "mankind" in the first paragraph to "people".

The ethics outlined in the second paragraph; unsullied private life, courageous calm, constantly mindful of the welfare of others, honesty in thought and deed, and exemplary obedience, are not humanly possible. Those are Godly ethics, His standards for human beings, who He created in His image.¹ Those ethics are only achievable by His grace, forgiveness and restoration. President John Adams said, "Our Constitution was made only for a moral and religious people. It is wholly inadequate to the government of any other." I believe that applies to the Law Enforcement Code of Ethics as well.

Change "before God" in the last paragraph to "so help me, God".²

Thank you for your consideration of my comments regarding the proposed amendments to the Law Enforcement Code of Ethics.

Sincerely,

Rob DePartee (ret.)³



¹ Genesis 1:27

² Leave the existing Footnote unchanged, "Reference to religious affirmation may be omitted where objected to by the officer."

³ Anaheim P.D; Purple Heart 1975, Medal of Valor 1992, 1993, retired 2001

Singley, Melani@POST

From: [REDACTED]
Sent: Friday, November 16, 2018 12:45 PM
To: Singley, Melani@POST
Subject: Removal

Hello,

My name is Kenny Williams and am a retired Detective with the Kern County Sheriff's Office.

I just learned of the plan to remove Man, Mankind and God from the PO ethics....let that sink in...REMOVE MAN, MANKIND AND GOD from ETHICS!!....to say that I highly upset is a huge UNDERSTATEMENT!!!

What is wrong with you people...this is ETHICALLY and MORALLY WRONG!!!...Without God there is no sin, without sin there are no laws!!!. without laws no need for LEO's!!!!..Without God there are no boundaries for ETHICS!!!..NOR any definition of ETHICS, God created MAN AND WOMAN...NOT HE, SHE, it other etc....

We are LEO's with ethics, morals and decency who depend on evidence ...please don't go against what we have all vowed to protect !!..

Ca is already the laughingstock of the USA, don't make it worst!!...

Ca, LEO's are a shining example around the country and the world, DO NOT change this....LEO's are above petty gender politics and above the political fray!

LEO's are and should always be a constant and reliable source for common sense and stability ...it's not only the thin blue line, it is the constant line of sanity, stability!!..In times of trouble people turn to LEO's and should never be disappointed, or fearful of a political LEO!!..LEO's are supposed to be the shining beacon to all!!...AGAIN ABOVE POLITICAL BS!!

DO NOT drag LE into the political frayLE is a constant reliable source for sanity and ethics and morals in an ever changing world that is not changing for the better!

Kenny Williams

Sent from my iPhone

Singley, Melani@POST

From: hillshawn1968 [REDACTED]
Sent: Monday, December 17, 2018 11:10 PM
To: Singley, Melani@POST
Subject: Code of ethics

Just want to say I oppose taking any wording out. People have the option to not say God. However this to be done for political correctness is wrong. We are a nation founded under God. We need to stay this way. Thank you for your time and consideration.

Sent from my phone

COMMISSION ON POST

2018 DEC 17 PM 12:02

Kings County Deputy Sheriff's Association

Nate Ferrier: President



PO BOX 206

Hanford, Ca 93230



COMMISSION ON POST

2018 DEC 17 PM 12:02

To the California Commission on Peace Officer Standards and Training,

The Kings County Deputy Sheriff's Association Board of Directors has voted unanimously to strongly oppose the Commission's recommendations to amend the Law Enforcement Code of Ethics by removing "Before God," "Man," and "Mankind." We believe this proposal is an unnecessary attempt at political correctness which is plaguing Law Enforcement not only in California but across America. California POST appears to be bowing down to appease an extremely small segment of society and is willing to offend the majority who support these words remaining in the Code of Ethics. Law Enforcement in California is under constant attack and instead of taking a stand for what is right; California POST is showing weakness by allowing fear to dictate their decisions.

In speaking to many folks within the Law Enforcement community including many at our local police academy, we have yet to find someone who agrees with this proposal. Ironically, most are worn out and frustrated by the politically correct movement. In reading your proposal I took note of the phrase, "This could potentially assist departments with being more effective in preserving peace and protection of public health, safety and welfare of California." This sentence is completely bogus and these changes will do none of these things.

The proposed changes are broken up into two categories- the anti God movement and the gender neutral movement. First is the word God. We firmly believe God to be an important part of Law Enforcement and the American way of life. "In God We Trust" is the official motto of the United States of America. The phrase was added to coins in 1864 and paper monies in 1956 when it was passed by the 84th Congress- a government body elected by the people. God is clearly woven into the very fibers of our society and since 1966 having it in the Code of Ethics has not been an issue. POST has already allowed people that do not wish to say the word God in the Code of Ethics to refrain from saying it. There is no need to remove it from our Code of Ethics entirely.

Second is the gender neutral movement that POST appears to be cowering down to. The phrase mankind refers to the human race collectively. Removing a word simply because the letters "Man" is in the word is taking political correctness to an entire new level. When will this end? What words or phrases are next? Perhaps our group will be offended by something in the Code of Ethics and demand something be removed or changed. Will we be accommodated? What about accommodating the majority who prefer these words to remain in the Code? In our opinion we feel POST should spend more time focusing on protecting law enforcement from hurtful laws being written by clueless politicians and less time on appeasing political correctness.

I have learned that a pastor who sits on the POST board recommended having God removed. I personally question what type of pastor would endorse this. During a recent PORAC meeting it was said many on the Commission did not agree with the removal of these words but psychological phenomenon "Group think" took place and everyone voted yes. This information is very troubling. If the voting members of the POST Commission are susceptible to "Group think" it means the board can be easily manipulated. We need board members who think for themselves and have the courage to stand up for what they believe in no matter the odds.

In closing as stated throughout this letter the Kings County Deputy Sheriff's Association is adamantly opposed to the removal of "God," "Mankind," and "Man." Sometimes in life we all must draw a line in the sand and take a stand for what is right and just.

Respectfully Submitted,

Nate Ferrier Kings County DSA President



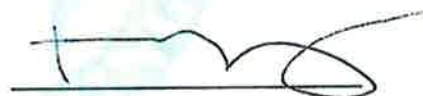
Sam Weimer Kings County DSA Vice President



Cole Souza Kings County DSA Sgt At Arms



Perla Trejo Kings County DSA DA Member at Large



Aaron Bairstow Kings County DSA Member at Large



COMMISSION ON POST
2018 DEC 17 PM12:02



Singley, Melani@POST

From: Eric Claiborne <Eric.Claiborne@fresno.gov>
Sent: Tuesday, December 18, 2018 2:11 PM
To: Singley, Melani@POST
Subject: LE Code of Ethics

I am OPPOSED to the change of the LE Code of Ethics. I am also ashamed that POST would even consider the change, to be politically correct and bow down to the few complainers and atheists in society. If your political endorsements aren't bad enough, you continue to not represent the Ca police officer and their values.

Eric Claiborne
Fresno Police Officer

Singley, Melani@POST

From: Faith Cortez [REDACTED]
Sent: Tuesday, December 18, 2018 8:26 AM
To: Singley, Melani@POST
Subject: Commissions vote to remove verbiage from Code of ethics

Dear Mrs. Singley,

I am contacting you to express my concerns regarding the commissions vote that aims to remove particular verbiage from the Law Enforcement Code of Ethics. "Mankind" and "Before God" is the verbiage I'm referring to. Mrs. Singley the code of ethics is memorized by cadets attending the academy and something that these men and women seek to live by. I have several family members in law enforcement striving to act on the very words written and adopted by the Peace Officers Association of the State of California in 1956. Not one of them was asked what their opinion is on the removal of these words, nor were they even aware of such attempt. The opposition from the officers regarding this matter should far out way those offended by such words. Please consider the many men and women that take pride in their code of ethics, and do not move forward with this change.

Kindly speaking,

Faith Cortez

Singley, Melani@POST

From: Jami Lucas [REDACTED]
Sent: Tuesday, December 18, 2018 9:54 AM
To: Singley, Melani@POST
Subject: Law enforcement code of ethics.

Good morning Ms. Singley,

As a widow of a God loving, God fearing law enforcement officer, (Sgt. Rod Lucas), it makes me sad and angry that this state, this nation is being turned upside down because of political correctness.

Why are we erasing our Godly past and present to please the few that hate God and our law enforcement officers who risk it all to protect them.

I ask that The POST commission DOES NOT change this code.

May God help us all if He is still watching over this nation which honestly I don't think HE is.

Sincerely

Jami Lucas
[REDACTED]

Singley, Melani@POST

From: Jay [REDACTED]
Sent: Tuesday, December 18, 2018 8:47 AM
To: Singley, Melani@POST
Subject: Law enforcement code of ethics.

Melanie,

I am writing to voice my opposition to the changing of the LAW ENFORCEMENT CODE OF ETHICS. We are seeing a crime wave in our country and specifically our state and much of it has to do with the changing/weakening of our laws that keep the criminals off the streets. Now it seems that same mind set that weakened our laws wants to change/weaken our code of ethics by removing "GOD" and "mankind" from our code of ethics. This is just more political correctness, which is killing our nation.

As a retired MONTEREY County Sheriff's Deputy I find this proposed change disgusting and unnecessary. Please leave OUR Law Enforcement Code of Ethics unmolested.

Jason Lines
MCSO Retired.

Singley, Melani@POST

From: J. Kristopher Caldwell [REDACTED]
Sent: Tuesday, December 18, 2018 7:09 PM
To: Singley, Melani@POST
Subject: Law Enforcement Officer Oath of Office

Mrs Singley,

It has come to my attention that the POST Commission has set to review and potentially change the Law Enforcement Officer's oath in California. My understanding is that the commission would seek to remove the words "man" and "mankind" as well "before God" from the oath. I would implore the commission to reconsider this knee-jerk reaction to political correctness and the seeming wave of misguided popular inclusivism. I can tell you that the grass roots of this state (California) as well as this nation are growing weary of this PC culture, which is driven by a few outspoken elitists who are, in actuality, creating divisiveness.

While the "ethical superiority" of some imply that the use of the words "man" and "mankind" are gender exclusive, no self-respecting man or woman would take offense or feel alienated by the words. Any mature being understands that "man" and "mankind" refer to both man and woman. The push to change these terms to be "all inclusive" actually just alienates, divides and draws attention to a non-issue in a misguided effort to assert "ethical superiority" over the general populace.

The oath "Before God" has roots many centuries old and throughout the history of the United States. It acknowledges the solemnity of the oath at every level of public service from the President of the United States (although not required), Senators (both US and State level) all the way down to a citizen performing a public service as a juror or just giving testimony before a court. As an active duty officer in the U.S. military I have said the phrase "so help me God" six times from my initial swearing and once each time I have been promoted. Law Enforcement Officers are public servants whose oath to serve carries gravitas that few other public servants carry. Their oath "Before God" could mean the sacrifice of their own life while carrying out their duties of public service. There is already a clause for those not wishing to swear "Before God" to not be required to swear thusly.

I have many friends in the Kings County Sheriff's Office, Lemoore PD and Hanford PD. None of them wish for these changes. It is their oath that they must live up to each day. Please don't make the seriousness of their oath or their duties subject to a social petri dish that a few elitists would have their state and nation subject to. I thank the commission for their thoughtful consideration of the Law Enforcement Officer oath and implore that no change take place to an already well-worded and carefully phrased oath.

V/R,
John Caldwell
Hanford, CA

From: Hedden, Lacey <Lacey.Hedden@co.kings.ca.us>
Sent: Tuesday, December 18, 2018 6:16 PM
To: Singley, Melani@POST
Subject: WHY?

AS A LAW ENFORCEMENT OFFICER, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all men to liberty, equality and justice.

I WILL keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I WILL never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I RECOGNIZE the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God¹ to my chosen profession...law enforcement.

FOOTNOTE:

¹*Reference to religious affirmation may be omitted where objected to by the officer.*

*These words are of something so simple and beautiful. Why change something that so many brave people have sworn to uphold ? To be politically correct to whom? A footnote was placed years ago in regards to officer discretion based on religious preference. I personally do not believe in God but do I think that makes it that those who do need to be silenced? Hell NO! That is what this great nation is built upon.

I WILL never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. ---

Seems to me if this is allowed to happen then we have already began to do what we have swore to protect.

What then, we let this happen to our oath? Will there be a footnote that allows those who wish to dedicate themselves before God? Or is it only politically correct when it's for a few and not the masses? I am not to old to accept change nor I am so young that I feel the entitlement that has been passed to the youth. I sit here in my mid 30's, a straight married female, mother of 3 and no hint of religious affiliation. I have sworn to uphold the law and my fundamental duty is to serve mankind. Without speaking up, I feel I would have failed my fellow man.

Thank You

Dep. L. Hedden D5280

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Singley, Melani@POST

From: Patrick Jerrold [REDACTED]
Sent: Tuesday, December 18, 2018 1:41 PM
To: Singley, Melani@POST
Subject: Proposed change to Law Enforcement code of Ethics

Good afternoon,

I just learned of your proposed language changes to this traditional document. This frankly offends me very deeply. I am a Honorably retired peace officer from a Ca agency. I dedicated 28 years of my life to serving the citizens of my community. I taught in a local police academy, and in service driver training courses during my career. Ca at one time was a great place to live and work. However, the past decade the leaders have pandered to the special interest groups and ruined what once was a great state. I as well as many others have retired and moved away because of the failure of the state leaders to do what is right and just for the majority of its citizens. This language proposal is nothing more than that, pandering because someone was offended by the wording in this very historical and traditional document. It is a requirement of getting into law enforcement in our country and state. Anyone that disagree's with it is well within their individual right to find another profession in my opinion. I was very proud to learn, memorize, and recite it when I entered this great profession. I would urge the commision to stand up for what is right and leave this document alone. Thank you for your time.

Have a great day
Pat Jerrold
Sergeant(retired)
Lemoore Police Dept
Lemoore Ca 93245

Singley, Melani@POST

From: rosalba padilla [REDACTED]
Sent: Tuesday, December 18, 2018 4:21 PM
To: Singley, Melani@POST
Subject: Comission on post

Leave this alone no changes need to be made. If people choose not to believe in God that's fine but why does everything have to revolve around the unbelievers.

From: [REDACTED]
Sent: Wednesday, December 19, 2018 5:09 PM
To: Singley, Melani@POST
Subject: Public Comment RE: Proposed Action - Amend Law Enforcement Code of Ethics - Commission Regulation 1013 and Procedure C-3

Hello, I wish to express my opposition to the proposal to amend the Law Enforcement Code of Ethics. I'm presently in my 41st year as a sworn police officer per CPC § 830.1. I have been blessed with good health in an occupation that can wear you down both physically and mentally. I have been shot at, pummeled, attacked, and ambushed. I have seen countless number of innocents murdered, maimed, and forever traumatized by evil men do. Through all of this what has kept me optimistic and positive, is a belief in God. I'm no saint but when I took the oath to be a police officer, the Code of Ethics was a foundation and idea to strive to be the best police officer I could be. I think I have done a pretty good job at that.

I have seen law enforcement evolve over the decades and do not see changing the language regarding "God", "man", and "mankind" as being something that would assist departments with being more effective in preserving peace, and protection of public health, safety, and welfare of California. Law enforcement is very challenging to say the least and the removal of "God" and references to "man" from the code of ethics is not going to help an officer deal with a young teen who wants to commit suicide in the dead of night.

I find it puzzling how easy it is to exclude when we try to be inclusive. I have been very liberal in my political beliefs in my career but this is a change I am firmly against. I do not know what the response has been to this proposal but many of

those from my generation are no longer in-service. I'm still in-service and will speak for those who came before; do not change the Code of Ethics.

Thank you,

Kevin M. Ruiz

Singley, Melani@POST

From: Barbara Whitfield [REDACTED]
Sent: Thursday, December 20, 2018 11:26 AM
To: Singley, Melani@POST
Subject: code of ethics

I stand with the [Kings County Deputy Sheriff's Association](#) in opposing the changes to the code of ethics recited by law enforcement cadets during the police academy. Political Correctness is slowly draining the principles of the founding fathers of The United States of AMERICA from AMERICA. Don't change the portion in the pledge that allows cadets to not say the word 'God' if they choose to. But in the interest of all logical people, leave the rest of the pledge alone.

Singley, Melani@POST

From: Duane Cornett [REDACTED]
Sent: Thursday, December 20, 2018 4:16 PM
To: Singley, Melani@POST
Subject: Law Enforcement Code of Ethics

Ms Singley,

I am writing in regards to the recent news of POST changing the Code of Ethics to remove "man" "mankind" and "Before God" from its body. I am strongly opposed to this action.

I have been an LEO for over 24 years and currently I am a Lieutenant for the Tulare County Sheriff's Office. By removing the foundation of the Code of Ethics in order to be "politically correct" is an injustice to the majority of this profession in order to satisfy a few. Most agencies already have a procedure in place that allows employees who do not wish to verbalize those words when citing the code.

By satisfying the few this will go against the many. It should be left to the individual and the agency they work for to decide if these words will be spoken or not. Man and mankind or not gender specific terms. Before God has been the foundation for Law Enforcement since its inception and should continue as such.

Thank you very much for what POST does, and has done, for the Law Enforcement community. I appreciate your consideration in this matter.

Respectfully,
Duane Cornett
Visalia, CA

Sent from my iPhone



FPOA

FRESNO POLICE OFFICERS ASSOCIATION

COMMISSION ON POST

2018 DEC 31 AM 11:58

994 N. Van Ness
Fresno, CA
93728-3428

(559) 442-3762
FAX 442-3319

December 21, 2018

Commission of Police Officers Standards and Training
860 Stillwater Road Suite 100
West Sacramento, CA 95605

Dear POST Commission Members:

I am writing on behalf of all 1100+ members of the Fresno Police Officers Association.

The Fresno Police Officers Association became aware that the POST Commission recently discussed changing the Police Officers Code of Ethics by eliminating the words **"before God"** in the last paragraph. We understand that there is currently a period of public comments on this change and I would like to add our concerns to this issue.

This is very concerning to our members. The current Code of Ethics have guided law enforcement officers in California since January 1, 1966. The vast majority of US citizens, as well as law enforcement members, acknowledge that there is a Supreme Being that governs the affairs of mankind. This is so enshrined in our nation's founding documents.

Our Board of Directors evaluated this issue and voted overwhelmingly to support the current version of our Code of Ethics *with the inclusion of the words "before God"*.

We respectfully ask that you reconsider any position to remove the words **"before God,"** and keep them in the POST Code of Ethics.

Sincerely,

Todd Fraiser
President-Fresno Police Officers Association
994 N Van Ness Ave, Fresno. CA 93728



Hanford Police Officers' Association

To the California Commission on Peace Officer Standards and Training,

The Hanford Police Officers' Association (HPOA) has voted to strongly oppose the Commission's recommendations to amend the Law Enforcement Code of Ethics by removing "Before God," "Man," and "Mankind." We believe this proposal is an unnecessary attempt at political correctness which is plaguing Law Enforcement not only in California but across America. California POST appears to be bowing down to appease an extremely small segment of society and is willing to offend the majority who support these words remaining in the Code of Ethics. Law Enforcement in California is under constant attack and instead of taking a stand for what is right; California POST is showing weakness by allowing fear to dictate their decisions.

In speaking to many officers in the Law Enforcement community, including many at our local police academy, we have yet to find someone who agrees with this proposal. Ironically, most are worn out and frustrated by the politically correct movement. In reading your proposal I took note of the phrase, "This could potentially assist departments with being more effective in preserving peace and protection of public health, safety and welfare of California." This sentence is a stretch and the HPOA believe these changes will do none of these things.

The proposed changes are broken up into two categories- the anti God movement and the gender-neutral movement. First is the word God. We firmly believe God to be an important part of Law Enforcement and the American way of life. "In God We Trust" is the official motto of the United States of America. The phrase was added to coins in 1864 and paper monies in 1956 when it was passed by the 84th Congress- a government body elected by the people. God is clearly woven into the very fibers of our society and since 1966 having it in the Code of Ethics has not been an issue. POST has already allowed people that do not wish to say the word God in the Code of Ethics to refrain from saying it. There is no need to remove it from our Code of Ethics entirely.

Second is the gender-neutral movement that POST appears to be cowering to. The phrase mankind refers to the human race collectively. Removing a word simply because the letters "Man" is in the word is taking political correctness to an entire new level. When will this end? What words or phrases are next? Perhaps our group will be offended by something in the Code of Ethics and demand something be removed or changed. Will this be accommodated? What about accommodating the majority who prefer these words to remain in the Code of Ethics? In our opinion we feel POST should spend more time focusing on protecting law enforcement from hurtful laws being written by clueless politicians, providing training and funding for training, and less time on appeasing political correctness.

I have learned that a pastor who sits on the POST board recommended having God removed. I personally question what type of pastor would endorse this. During a recent Peace Officers Standards and Training (PORAC) meeting at the Central California Chapter meeting it was said many on the Commission did not agree with the removal of these words but psychological phenomenon "Group think" took place and everyone voted yes. This information is very troubling. If the voting members of the POST Commission are susceptible to "Group think" it means the board can be easily manipulated. We need board members who think for themselves and have the courage to stand up for what they believe in no matter the odds.

In closing as stated throughout this letter the Hanford Police Officers' Association is adamantly opposed to the removal of "God," "Mankind," and "Man." Sometimes in life we all must draw a line in the sand and take a stand for what is right and just.

Respectfully Submitted,

A handwritten signature in black ink that reads "Chris Barker". The signature is written in a cursive, flowing style.

Chris Barker HPOA President