


FAIRFAX COUNTY POLICE DEPARTMENT  GENERAL ORDER	SUBJECT: TRUTHFULNESS		NUMBER: 001
	EFFECTIVE DATE: December 02, 2024	REVIEW: November 2027	
RESPONSIBLE ENTITY: INTERNAL AFFAIRS BUREAU			<input type="checkbox"/> New Directive <input type="checkbox"/> Replaces: <input checked="" type="checkbox"/> Revised: 12-02-24
ACCREDITATION STANDARDS	CALEA: 1.1.1	VLEPSC: ADM. 01.01	

I. PURPOSE

The purpose of this policy is to establish the standards of truthfulness by which all officers, employees, and volunteers of the Fairfax County Police Department (FCPD) shall always be expected and required to abide by.

II. POLICY

Every action of the Department shall reflect the highest standards of truthfulness. All dealings, whether with the public, other members of the justice system, or with fellow FCPD employees shall require strict adherence to the standards set forth within this General Order.

III. DEFINITIONS

- A. Authority: The legally conveyed right to issue commands and/or take action to control the actions of members of the community. In the Commonwealth of Virginia, law enforcement authority is conveyed to police officers by the Clerk of the Court through the administration of the Oath of Office.
- B. Competent Authority: Authority rightfully belonging to, or exercised by, a person or group. Competent authority may specifically include the following:
- FCPD Command Staff and First-Line supervisors.
 - Fairfax County District and Circuit Court Judges and/or Magistrates.
 - FCPD Criminal Investigator(s).
 - The Commonwealth’s Attorney and Assistant Commonwealth’s Attorneys.
- C. Public Trust: The exercise of public authority within the legal limits and according to the ends for which it was created, i.e., to serve the public interest. Public trust reflects the community’s confidence in the fairness of the justice system,

integrity, and observance and preservation by law enforcement of fundamental human rights.

IV. TRUTHFULNESS

Whenever questioned by competent authority, employees shall give reasonably complete and honest answers to any question related to the performance of their official duties or their fitness to hold public office, and never deliberately seek to intentionally mislead or otherwise obfuscate their actions or overall fitness to perform their duties.

V. INVESTIGATIONS OF ALLEGATIONS RELATED TO TRUTHFULNESS

To ensure consistency in the application of this policy, all allegations of truthfulness violations shall initially be assigned to the Internal Affairs Bureau for investigation.

VI. DISCIPLINARY ACTIONS FOR TRUTHFULNESS

The United States Supreme Court decisions in [Brady v. Maryland](#), 373 U.S. 83 (1963) and [Giglio v. United States](#), 405 U.S. 150 (1972), hold that exculpatory evidence in a criminal case must be given to the defense during discovery. Exculpatory evidence includes information that can be used to impeach a witness' credibility. Sustained truthfulness violations can be used to impeach an employee's credibility, and must be shared with the defense during discovery, and may be used to discredit the employee's testimony.

Sustained truthfulness violations erode the public trust and **shall not be tolerated**.

The core job tasks of sworn officer positions require the employee to maintain the highest levels of truthfulness. A sustained truthfulness violation will discredit an officer and impair their ability to testify in a court of law. For employment, an officer must have the ability to perform all required job tasks. The Department does not possess positions to accommodate continued employment as a sworn police officer when a job task can no longer be performed.

Any Department employee who receives a **sustained truthfulness violation shall be subjected to the presumptive disciplinary action of dismissal or unsatisfactory service separation**. Such a presumption shall be rebuttable. Officers and employees not in their probationary year who receive a presumptive disciplinary action of dismissal or unsatisfactory service separation are entitled to appeal rights as described in the County Personnel Regulations, Manual of General Orders, and any applicable Collective Bargaining Agreement.

VII. LEGAL REFERENCES

A. [Brady v. Maryland](#), 373 U.S. 83 (1963)

B. [Giglio v. United States](#), 405 U.S. 150 (1972)

General Order 001 becomes effective on the above date and rescinds all previous rules and regulations pertaining to the subject.

ISSUED BY:



Chief of Police

APPROVED BY:



County Executive