

# Memorandum

**TO: ALL DEPARTMENT PERSONNEL**

**FROM:** Paul Joseph  
Chief of Police

**SUBJECT: DUTY MANUAL ADDITION:  
C 1302.5 DISHONESTY**

**DATE:** April 24, 2026

---

APPROVED

Memo# 2026-014

---

## **BACKGROUND**

The San Jose Police Department upholds integrity as a core value. Ensuring all actions reflect honesty, accountability, and fairness fosters trust and promotes justice within the community. Honesty is essential to the effective functioning of the Department and the preservation of public trust. Dishonesty undermines the Department's integrity, damages community relations, and jeopardizes justice.

Duty Manual section C 1302.5 has been added and applies to all Department members. It encompasses actions taken during the performance of duties, including, but not limited to, criminal investigations, administrative investigations, and court proceedings.

## **ANALYSIS**

The Duty Manual has been revised to reflect changes described below. Additions are shown in *italics and underlined*. Deletions are shown in ~~strike-through~~ form.

**C 1302.5**     **DISHONESTY**  
**Added 04-24-26**

*Dishonesty by Department members is inconsistent with Department standards and may result in discipline, up to and including dismissal from City service.*

*For the purpose of this section, dishonesty is defined as any statement made, action taken, or omission of material information by a Department member with the intent of deceiving another person. This may include, but is not limited to:*

- *Any act of dishonesty committed during the application for employment process that is discovered post-hiring.*
- *Unauthorized disabling of or tampering with SJPD-issued technology, vehicles, or equipment, including altering or deleting data.*

April 24, 2026

Page 2

- Dishonest statements or omissions to Internal Affairs, supervisors, or command staff during an administrative interview.

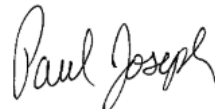
Inadvertent errors or misunderstandings, absent the intent to deceive another person, do not constitute dishonesty under this section. Authorized deception used for legitimate law enforcement purposes (e.g., undercover assignments or [REDACTED]) does not constitute dishonesty when conducted in accordance with Department policy and applicable law.

Dishonesty by an officer may be reported to POST for a review of their peace officer certification.

Department members are reminded that their conduct, whether on or off duty, reflects upon the Department. Any action involving dishonesty that negatively reflects upon the Department may be deemed conduct unbecoming (refer to Duty Manual section C 1404 – CONDUCT UNBECOMING AN OFFICER).

## **ORDER**

Effective immediately, all Department personnel shall adhere to the above Duty Manual section.



Paul Joseph  
Chief of Police

PJ:NB:BM:MB