

4. collaboration with international police (Interpol) organizations world-wide;
5. having and maintaining effective systems for the recruitment of police officers for integrity, honesty, ethical standards and expertise;
6. good remuneration of police officers;
7. constant review of data on the fight against financial crime to reflect whether there is progress or not;
8. incentive for good performance.

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### **Combating Corruption in Police Organizations**

When faced with the issue of combating police corruption, law enforcement agencies and administrators can try various means to deal with the problem. There are at least four means of dealing with this issue. The first method of fighting police corruption is through leadership. Police agencies must have a strong administrator that is willing to assess the problems, come up with solutions, and monitor the success of their implementations. Strong leadership is very important in terms of handling corruption because officers will typically look to their leaders to determine how they should behave. If officers see that their supervisors are engaging in corruption, they are more likely to engage in it themselves, but if they see that administrators are following the law, punishing violations, and behaving ethically, then they would learn that to do otherwise is unacceptable. Two other ways for combating corruption involved the hiring process and departmental procedures. It is believed that if administrators selected quality applicants through high standards, then corruption would likely decrease. The use of psychological tests can help in the selection process because they are designed to determine characteristics of individuals. The administrator can decline those applicants that do not meet the standards set by the department. With regard to department standards, it is believed that by providing training, setting up codes of conduct, making sure the officers are punished when violations occur, and encouraging officers to work together, a lot of the problems with corruption would disappear in police agencies. One of the main forms of training that police departments can provide is ethics training. This training will give officers the opportunity to understand the different ethical issues that are a part of the job, and, it is hoped, they will learn how

to deal with these conflicts in a moral and ethical manner. A final way to combat corruption in law enforcement is through civilian review boards. It is the job of law enforcement civil review boards to investigate allegations of corruption. The board can also make recommendations for change in terms of punishment meted out and policies on dealing with corruption. Many people like review boards that are independent of police departments because of the increase in impartiality that is associated with them. They believe that these types of boards are able to fully investigate issues of corruption and look at everyone's side of the story.

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## **Police Against Corruption**

Police misconduct and corruption are abuses of police authority. Sometimes used interchangeably, the terms refer to a wide range of procedural, criminal, and civil violations. Misconduct is the broadest category. Misconduct is "procedural" when it refers to police who violate police department rules and regulations; "criminal" when it refers to police who violate state and federal laws; "unconstitutional" when it refers to police who violate a citizen's civil rights; or any combination thereof. Common forms of misconduct are excessive use of physical or deadly force, discriminatory arrest, physical or verbal harassment, and selective enforcement of the law.

Police corruption is the abuse of police authority for personal gain. Corruption may involve profit or another type of material benefit gained illegally as a consequence of the officer's authority. Typical forms of corruption include bribery, extortion, receiving or fencing stolen goods, and selling drugs.

Through both criminal and civil statutes, federal law specifically targets police misconduct. Federal law is applicable to all state, county, and local officers, including those who work in correctional facilities. The law makes it unlawful for anyone acting with police authority to deprive or conspire to deprive another person of any right protected by the Constitution or laws of the United States. Additionally, federal law prohibits conduct ranging from racial slurs and unjustified arrests to the refusal of departments to respond to discrimination complaints.

Most problematically of all for plaintiffs, police are protected by the defense of immunity—an exemption from penalties and burdens that the law generally places on other citizens. This immunity is limited, unlike the absolute immunity enjoyed by judges or legislators.