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# ***Our Department Values***

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## ***Doing Things RITE***

**Respect** – Everyone at the Lakeland Police Department shares in the recognition that all people are to be treated respectfully.

**Integrity** – Each member has a solemn commitment to maintain the highest levels of personal and organizational integrity.

**Teamwork** – No single member of the department can do their job without the unwavering assistance from other members. Together, we accomplish more than a group of individuals working alone.

**Commitment to Excellence** – We strive to do our very best in every aspect of our operations, providing exceptional service to the community, dedicated to nothing less than the best we can do.

## **Vision**

Our shared vision for the Lakeland Police Department is dedicated professionals working together to provide excellent service which enhances the quality of life in Lakeland.

## **It is Our Mission**

In partnership with the community, while affording dignity and respect to all persons, our mission is to maintain order and improve the quality of life of the citizens we serve.

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**ALL COMPLAINTS WILL BE  
INVESTIGATED.**

Regular mail may be sent to:  
Chief Ruben Garcia  
219 N Massachusetts Ave  
Lakeland, FL 33801

You may also contact us @  
**[www.lakelandgov.net/lpd](http://www.lakelandgov.net/lpd)**



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**BIAS-  
FREE  
POLICING**

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**The Lakeland Police Department  
219 N. Massachusetts Avenue  
Lakeland, Florida 33801  
Phone: (863) 834-6900**

**Emergency: 911**

***To our Residents, Local  
Business Owners,  
Commuters and Visitors.***

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We are here to protect the community. Law enforcement officers are required to use



skills developed through observation, training and experience in order to identify suspicious circumstances, unusual occurrences and violations of law, and to act according to the situation. We contact people who, according to our training, experience, and knowledge, are in a place or are acting in a way to make us believe that a crime was committed, is about to be committed or is in process of being committed. This proactive approach aids in the detection and apprehension of criminals, maintains the safety of our streets and highways, and protects our citizens and community from crime.

We want to do the right thing. Discriminatory enforcement practices can alienate our citizens, foster distrust of police in the community, invite media scrutiny, legislative action and judicial intervention, and potentially lead to allegations of Constitutional and Civil Rights violations. As we perform our duties, it is imperative that we afford all citizens the Constitutional and Fundamental Right to equal protection under the law.

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## ***What is Bias-Based Profiling?***

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The selection of individual(s) based solely on a trait common to a group for enforcement action. This includes but is not limited to: race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group or any other identifiable group. It is the policy of the Lakeland Police Department to patrol in a proactive manner, to aggressively investigate suspicious persons and

circumstances, and to actively enforce the motor vehicle laws, while insisting that citizens will only be stopped or detained when there exists reasonable suspicion to believe they have committed, are committing, or about to commit an infraction of law.

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## ***What do I do if I feel I have been subjected to Bias-Based Policing?***

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Citizens who feel they have been stopped or searched due to bias-based policing are encouraged to file a complaint with the Police Department.

Complaints may be filed in person, by mail, electronic mail, or by telephone. To file a complaint in writing or by e-mail please include all the facts, names, dates, and places known. Please include as much detail as possible.