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**ICJE News for You**

1 message

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**Your Monthly News & Updates**[Visit the ICJE Website](#)**Do Organizational Mottos Mean Anything Anymore?****FBI: Fidelity Bravery Integrity**

Good people do not need laws to tell them to act responsibly,  
while bad people will find a way around the laws.- Plato

The initials for the Federal Bureau of Investigation, "FBI", are used as universally as the full name. As I made my way through 16 weeks at the FBI Academy in Quantico, we were subtly and directly reminded that "the Bureau" also used the initials to remind us, with plaques and signage on walls, that the FBI also stood for "**Fidelity, Bravery, and Integrity**".

Fidelity, Bravery and Integrity...concepts that seem so genuine and so aspirational that it is hard to argue with the play on the initials of the FBI. I was never told what was really meant by the three terms relative to my service as an FBI Agent, but it was readily apparent that agents were expected to maintain a foundation of Fidelity, Bravery and Integrity in all aspects of life, "on the job" as well as off duty.

Recent headline events have caused me to question if I really understood what those three words really meant....so I did some digging. Like so many things in life, while they seem simple in concept, it's difficult for some to put into action in their lives.

**Fidelity:** according to Merriam Webster it is "the quality of being faithful to your husband, wife, sexual partner or loyal to a country, organization, etc."

When former FBI Director James Comey delivered a speech on October 28, 2013, the day he was appointed Director of the FBI, he spoke of the importance of fidelity, bravery, and integrity. As part of his remarks, he stated: (*emphasis added*)

***"First, fidelity. The dictionary defines fidelity as a strict and continuing faithfulness to an obligation, trust, or duty. To my mind, that word on our shield reminds us that the FBI must abide two obligations at the same time. First, the FBI must be independent of all political forces or interests in this country. In a real sense, it must stand apart from other institutions in American life. But, second, at the same time, it must be part of the United States Department of Justice, and constrained by the rule of law and the checks and balances built into our brilliant design by our nation's founders."***

Interesting that Mr. Comey defined "fidelity" by saying that the FBI "must be independent of all political forces"...**but** must be part of the United States Department of Justice".

His words are the very opposite of the definition of fidelity. In other words, he said fidelity is in the FBI motto, but the FBI is part of a (political) Department of Justice. His use of the word "but" told us how he saw fidelity.

In his mind fidelity isn't "a strict and continuing faithfulness to an obligation" but rather bends as required by the realities of being part of the Department of Justice.

Should we be surprised that the current image of the FBI with a vast swath of America is that the FBI was neither independent nor objective during his tenure, and is not still, long after his departure.

But then again, maybe the FBI I served was never independent of political forces and I just didn't see it..

To all those who strive to maintain their Fidelity, Bravery and Integrity, we say thanks. For it takes Bravery to call out a lack of Fidelity and Integrity within any organization, public or private.

Best regards,  
Jim Rechel, ICJE News Editor  
ICJE Board Member and former FBI Agent

## Staying Safe...

### Triple-A Plan: Action – Hardening the Target with Lights, Cameras, Alarms, & Locks



#### Lights

If the bad guys enter your yard, particularly if they do so at night, many will be deterred by lights alone. Motion detected lights are best as they often provide a "shock effect" of having the area suddenly illuminated when heat and movement are sensed.

These lights come in two flavors: hard-wired and solar-powered. The advantage of hard-wired lights is their brightness. They are much brighter, on average, than solar-powered and cheaper (\$25 and up at Home Depot), but the trade-off is that you will need a competent electrician to install one.

On the other hand, solar-powered lights are dimmer, have a higher cost (about \$40 at Costco), and need the sun to recharge the batteries but can be installed by any reasonably handy person having access to a ladder. The batteries last about a year and can be replaced with easily obtained rechargeable batteries, usually AA size. To give you some idea of the brightness the solar lights produce, see the photo above

## Cameras

In addition to lights, outdoor cameras are a great asset to a home security package. Like the lights, cameras come in two basic flavors: wired and wireless. Wired camera systems are generally better quality but are more expensive and have high installation costs if you aren't technically handy or your home doesn't have adequate space to run the wiring. The major advantage is that the cameras can be continuously monitored as they are always active and recording. Most have an Internet connection which allows for cellphone monitoring as well. Wired systems cost between \$700 - \$1,200, not including installation. Below is a typical wired package from Revo America:



**NDAA COMPLIANT**

**Ultra HD Camera security system with 8 Channel NVR Surveillance**

RU81B8G-2T

★★★★★ 4.8 4 Reviews

**\$879.99** ~~\$999.99~~ 12% Off

- > 8 Ch. 2TB IP NVR with 8 RJ45 PoE Ports
- > 4MP Bullet Cameras with 100' Night Vision (8)
- > 100' Cat 5e Cable Included (8)
- > H.265 Compression
- > 4K HDMI output (Easy to connect to a 4K monitor or TV)
- > Corridor View Mode – Perfect for hallways, doors, windows.
- > Two-Step Smartphone View Setup – iPhone and Android
- > Myrevocloud.com - Access your Ultra NVR from virtually any Internet Explorer browser

On the other hand, wireless systems are relatively cheap when compared with wired systems and are somewhat simple to install but are usually battery (or battery/solar) charged, so they don't offer the continuous monitoring option. Most wireless cameras activate and record for a short time when sensing heat and movement. Unlike wired systems which record to an on-premises hard drive, most wireless systems save the recording to an online source which may require a monthly fee.

The most popular wireless systems include the modestly priced Blink system and the more expensive but higher resolution Arlo system:



**blink XT2** (Save)

Blink XT2 Outdoor/Indoor Smart Security Camera with cloud storage included, 2-way audio, 2-year battery life – 3 camera kit

Brand: Blink Home Security

★★★★★ 4.6/51 ratings

1000+ answered questions

Amazon's Choice for "blink xt2"

Best Deal

List Price: ~~\$249.99~~

Price: **\$189.99 & FREE Shipping**. Details

You Save: \$60.00 (24%)

**Arlo Pro 3 - Wire-Free Security 2 Camera System | 2K with HDR, Indoor/Outdoor, Color Night Vision, Spotlight, 160° View, 2-Way Audio, Siren | Works with Alexa | (VMS4240P)** (Save)

Visit the Arlo Store

★★★★★ 4.7/200 ratings

168 answered questions

Amazon's Choice for "arlo pro 3"

Best Deal

List Price: ~~\$489.99~~

Price: **\$452.79 & FREE Shipping**. Details

& FREE Returns

You Save: \$47.20 (9%)

In addition to standard camera systems, homeowners are increasingly adding doorbell cameras to their home security systems. The most popular of these is the Ring camera (below); however, if you add a burglar alarm, you might consider installing a doorbell camera that integrates with your alarm system. The doorbell cameras are either battery operated (easy to install, but batteries must be changed periodically) or hard-wired into existing doorbell wiring (more difficult but no batteries to change). Either system links to your Internet router to view the doorbell area or receive doorbell alerts via a smartphone.



Ring Video Doorbell 4 – improved 4-second color video previews plus easy installation, and enhanced wifi – 2021...

★★★★☆ ~ 2,385

\$189.99 ~~\$199.99~~

Amazon Certified: Works with Alexa

FREE Delivery for Prime members

More Buying Choices

\$175.99 (2 used & new offers)

### Alarms

Residential Burglar alarms have improved dramatically over the last decade, moving from older wired systems that were difficult to install, very expensive, and subject to false alarms. Today, most alarms employ wireless installation, are relatively inexpensive, and are much more reliable due to advances in alarm technology. Perhaps the most popular system designed to be installed by the homeowner is that produced by Simplisafe. This alarm is easy to install as it relies on wireless technology, meaning that the detectors are pressed into place with double-stick tape so the entire system can be set up in about an hour. Although not totally necessary, securing the detectors with the included screws is advisable. The base price for a Simplisafe system is around \$250 and up, depending on the number and type of detectors; however, the company offers frequent online sales and discounts, so it pays to sign up on their Website ([www.simplisafe.com](http://www.simplisafe.com)).

The system may be monitored for \$25/month, which includes a smartphone app. With fewer options (no app), the monitoring runs \$15/month. Of course, without any monitoring, the system still functions as an alarm but does not call the owner or police if a detector is triggered.

One nice feature of the Simplisafe system is a built-in cellphone for the monitoring alert. Because burglars often disable any visible telephone line and Internet cable, a monitoring system that relies on the Internet or telephone would also be disabled. Having an internal cellphone with battery backup means that your monitored alarm signal will be sent even if the Internet (and power) are out.

### Locks

High-quality deadbolt locks on all exterior doors are absolutely essential for your home's protection. Please understand that most deadbolt locks will slow an illegal entry but won't necessarily prevent entry. Also, as a general rule, the more expensive locks (like Medeco or Schlage) will offer more protection than cheaper locks.

An inexpensive addition to exterior locks which will provide an extra layer of protection is the Door Guardian. This device is easy to install and should slow or prevent forced entry for any exterior door.



The Original White Door Guardian, Since 2010. Do Not Be Fooled by Imitators.

Brand: Cardinal Gates

★★★★☆ ~ 1,643 ratings

| 130 answered questions

Amazon's Choice for "cardinal gates door g..."

Price: \$21.24 & FREE Returns

Buy more, save more

2 units

\$20.46

Save 3%

7 units

\$18.89

Save 11%

LOWEST PRICE

Get a \$125 Amazon.com Gift Card with the

Finally, every home should have the ability to view persons seeking entry without first opening the door. Even if you have a camera system, a peephole provides a quick way of observing anyone at your door. Peepholes are inexpensive and easy to install, so every home should have one in solid exterior doors.



**Summary: Lights, cameras, locks, alarm systems, and peepholes work together to offer a level of protection affordable to most people today. The technology improves yearly, and the costs are no longer prohibitive. Many of these may be installed by the homeowner, making them even cheaper to employ.**

Next month we will offer suggestions for protecting home interiors, travel, and vehicle safety. For comments or suggestions, please get in touch with us at [training@icje.org](mailto:training@icje.org).

Thanks, and stay vigilant.  
Bob Thetford  
ICJE, Inc.

## **Staying Safe - How to Have Difficult Conversations**

In our current work environment and state of affairs in society in general, difficult conversations seem to be even more challenging. A recent article in Harvard Business Review by Joel Garfinkle provides some practical tips to navigate perceived difficult conversations.

Avoiding or delaying a difficult conversation can hurt your relationships and create other negative outcomes. It may not feel natural at first, especially if you dread discord, but you can learn to dive into these tough talks by re-framing your thoughts.

**Begin from a place of curiosity and respect, and stop worrying about being liked.**

Conflict avoiders are often worried about their likability. While it's natural to want to be liked, that's not always the most important thing. Lean into the conversation with an open attitude and a genuine desire to learn. Start from a place of curiosity and respect — for both yourself and the other person. Genuine respect and vulnerability typically produce more of the same: mutual respect and shared vulnerability. Even when the subject matter is difficult, conversations can remain mutually supportive. Respect the other person's point of view, and expect them to respect yours.

**Focus on what you're hearing, not what you're saying.**

People who shy away from conflict often spend a huge amount of time mentally rewording their thoughts. Although it might feel like useful preparation, ruminating over what to say can hijack your mind for the entire workday and sometimes even late into the night. And tough conversations rarely go as planned anyway. So take the pressure off yourself. You don't actually need to talk that much during a difficult conversation. Instead, focus on listening, reflecting, and observing. For example, if a team member has missed another deadline, approach them by asking neutral, supportive questions: "I see the project is

behind schedule. Tell me about the challenges you're facing." Then listen. Pause. Be interested and proactive. Gather as much detail as possible. Ask follow-up questions without blame.

Your genuine attention and neutrality encourage people to elaborate. For every statement the other person makes, mirror back what they've said, to validate that you understand them correctly. Be direct. Address uncomfortable situations head-on by getting right to the point. Have a frank, respectful discussion where both parties speak frankly about the details of an issue. Talking with people honestly and with respect creates mutually rewarding relationships, even when conversations are difficult.

There are situations, however, where cultural or personality differences should be considered. If your culture is conflict avoidant or doesn't value directness, you can still engage in challenging conversations. In these cases, shift your approach from overly direct to a respectful, affirming back-and-forth conversation. For instance, if the person you are talking with seems to not be picking up on what you are saying, ask them to repeat their understanding of what you've shared. As they reflect back what they've heard, you can adjust your message to make sure the conflict is moving toward resolution. This communication style is open and less threatening.

### **Don't put it off.**

How often is your response to conflict something like, "I don't want to talk about it" or "It's not that big a deal" or "It's not worth arguing about"? If you're always promising yourself that you'll "bring it up next time it happens," well, now's the time. Instead of putting off a conversation for some ideal future time, when it can be more easily dealt with, tackle it right away. Get your cards on the table so you can resolve the issue and move on.

It might seem risky to come right out and say something, but often that's just what is needed. Give yourself or your counterpart a little bit of time to cool down, if necessary, and plan the general outline of what you want to convey and the outcome you desire. But then have the conversation, and make a plan to move on. After all the mental gymnastics of endlessly practicing conversations in your head, actually engaging in a two-way conversation can be inspiring, respectful, and productive.

### **Expect a positive outcome.**

You'll struggle to follow this advice if you continue to go into a conflict telling yourself, "This is going to be a disaster." Instead, tell yourself, "This will result in an improved relationship."

Focus on the long-term gains that the conversation will create for the relationship. When your attention is focused on positive outcomes and benefits, it will shift your thinking process and inner dialogue to a more constructive place. As a result, you will grow more comfortable approaching the coworker who constantly criticizes and complains, or the subordinate who keeps underperforming.

Don't ignore the tough situations you are aware of today. When the opportunity presents itself to provide unsolicited negative feedback to a difficult colleague or give a less-than-positive performance evaluation, summon the courage to address the conflict head-on.

Joel Garfinkle is an executive leadership coach and author of Getting Ahead: Three Steps to Take Your Career to the Next Level and Difficult Conversations: Practical Tactics for Crucial Communication. Follow Joel at his FulfillmentATwork newsletter.

## **Staying Safe - Ransomware**

## Why the Belarus Railways Hack Marks a First for Ransomware

For those interested in tracking ransomware trends, this is an interesting article about the political aspirations of the hackers related to Russia, Ukraine and Belarus.

Link to article in Wired:

[The politically motivated attack represents a new frontier for hacktivists—and won't be the last of its kind.](#)

## ICJE Training Opportunities

### ICJE Training Schedule

For more information and registration links go to: [ICJE - Institute for Criminal Justice Education, Inc.](#)

## Thought of the Month

“Listen with curiosity. Speak with honesty. Act with integrity. The greatest problem with communication is we don't listen to understand. We listen to reply. When we listen with curiosity, we don't listen with the intent to reply. We listen for what's behind the words.”

— Roy T. Bennett, [The Light in the Heart](#)

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