

Implementation and Obstacles in Enforcement of Sanctions of The Code of Ethics for The Police Profession by The Bidpropam of The Jambi Regional Polda

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Abstract. *The Indonesian National Police (Polri) holds a constitutional mandate to maintain public order and security, which demands a high level of professionalism and integrity. However, ethical and disciplinary violations by Polri personnel continue to fluctuate, making the internal oversight function of the Professional and Security Division (Bidpropam) of the Jambi Regional Police crucial for maintaining the institution's dignity. This study aims to analyze the enforcement mechanism for code of ethics sanctions, identify obstacles or weaknesses that hinder its effectiveness, and formulate future implementation of sanctions enforcement. The research method used was normative juridical. This study gathered information through direct observation, in-depth interviews with authorized parties, and a comprehensive review of laws and regulations, particularly Police Regulation Number 7 of 2022. The entire collection of material was then analyzed in depth using qualitative analysis. The research findings indicate that the mechanism for enforcing ethical code sanctions has been structured normatively based on Police Regulation Number 7 of 2022, through the examination and hearing process of the Indonesian National Police Code of Ethics Commission (KKEP), classifying violations as minor, moderate, and serious. However, three systemic weaknesses remain in its implementation: first, a weak institutional structure resulting from hierarchical rank interference, which fosters a sense of reluctance (ewuh pakewuh) and undermines the independence of investigators. Second, a lack of legal substance related to the absence of imperative rules requiring the transfer of purely criminal cases to general courts in parallel, resulting in ethical hearings often being misused as a shield to avoid criminal prosecution. Third, a weak legal culture reflected in the "code of silence" resulting from a distorted sense of espionage that leads members to cover up violations. To restore public trust, future implementation of sanctions enforcement must transform to be more proactive, preventative, and digitally integrated. The proposed strategy*

includes modernizing oversight with technology, implementing a Standard Operating Procedure (SOP) for mandatory criminal reporting to synchronize justice, and overhauling the organizational culture through absolute protection for whistleblowers and the implementation of joint and several liability sanctions for superiors. This transformation is expected to shift the paradigm from "punishing to cover up shame" to "punishing to cleanse and serve," allowing the Jambi Regional Police's Propam Division to function as a guardian of integrity and ensure restorative justice.

Keywords: Bidpropam; Code of Ethics; Indonesian National Police; Jambi Regional Police; Sanction Enforcement.

1. Introduction

The Republic of Indonesia National Police (Polri) is a state instrument that holds a constitutional mandate to maintain public security and order, as stated in Article 30 paragraph (2) of the 1945 Constitution.¹As the vanguard in the entire people's defense and security system, the effectiveness of the Indonesian National Police is highly dependent on the professionalism of its members in carrying out the police functions stipulated in Article 13 of Law Number 2 of 2002 concerning the Indonesian National Police.²However, the implementation of these main tasks can only run optimally if accompanied by high discipline and compliance with applicable norms.³

In an effort to uphold the institution's dignity, Article 34 of the Indonesian National Police Law binds every Polri official to the Indonesian National Police Code of Professional Ethics (KEPP). The KEPP serves as a moral compass and standard of conduct for every member, both in their official duties and in their social lives. Furthermore, the internal law enforcement mechanism for violations of the code of ethics is carried out through the Polri Code of Ethics Commission, which is currently technically regulated in Polri Regulation Number 7 of 2022.⁴

Sociologically, enforcing the code of ethics is a form of internal cleansing to maintain the integrity of the Indonesian National Police. This is crucial given the ongoing phenomenon of abuse of authority, excessive repressive actions, and

¹Sadjijono, Police Functions in the Implementation of Good Governance, Yogyakarta: Laksbang, 2005, p. 1.

²Article 13 of Law Number 2 of 2002 concerning the Republic of Indonesia National Police.

³Ali Subur et al., The Struggle for Professionalism and the Pretorian Character (Kontras' Notes on the Police), Jakarta: Kontras, 2007, p. 4

⁴Articles 34 and 35 of the Indonesian National Police Law in conjunction with Regulation of the Indonesian National Police Number 7 of 2022 concerning the Code of Professional Ethics and the Commission on the Code of Ethics of the Indonesian National Police.

corrupt behavior that undermines public trust.⁵The Jambi Regional Police's Professional and Security Division plays a vital role as the technical implementer in monitoring and imposing sanctions on deviant members. However, in practice, the implementation of these sanctions often encounters obstacles, both structural and other factors that hinder the upholding of internal justice within the Jambi Regional Police.⁶

Based on data released by the Indonesian National Police's Professional and Security Division and cited in various national media reports, violations committed by Indonesian National Police personnel during the 2019–2023 period showed fluctuating but alarming dynamics. These violations included violations of the Indonesian National Police's professional code of ethics, disciplinary violations, and criminal acts committed by police officers.

In 2019, approximately 1,021 cases of code of ethics violations, 2,503 cases of disciplinary violations, and 627 cases of criminal violations were recorded, totaling approximately 4,151 cases. This data reflects the persistence of internal issues within the National Police regarding compliance with ethical and legal norms, although they had not yet reached their peak.

Entering 2020, the number of violations experienced a significant spike. There were 2,081 cases of code of ethics violations, 3,304 disciplinary violations, and 1,024 criminal cases, bringing the total number of violations to approximately 6,409. This increase was due to various factors, including work pressure during the COVID-19 pandemic, weak internal oversight, and the increasing complexity of law enforcement challenges.

In 2021, the Indonesian National Police (Polri) reported a decrease in the number of violations. Throughout the year, there were 803 cases of code of ethics violations, 1,694 disciplinary violations, and 147 criminal violations. This decrease is seen as a result of strengthened internal oversight and disciplinary enforcement following various institutional evaluations conducted by the National Police. However, the still-significant number of violations indicates that structural problems have not been fully resolved.

The trend reversed in 2022, when the number of violations increased again. Throughout the year, the Indonesian National Police recorded 1,903 code of ethics violations, 3,090 disciplinary violations, and 1,281 criminal violations, totaling 6,247 cases. This spike demonstrates that internal guidance and oversight efforts have been inconsistent and have not been fully effective in suppressing officer misconduct on a sustainable basis.

⁵Agus Raharjo, "Police Professionalism in Law Enforcement", *Pro Justitia Law Journal*, Purwokerto: Faculty of Law, General Soedirman University, 2007, p. 3.

⁶Chaerudin, et al., *Strategy for Prevention and Law Enforcement of Corruption Crimes*, Bandung: Refika Aditama, 2008, p. 42.

Furthermore, in 2023, although not all data has been released in a single official aggregate report, the Indonesian National Police's Propam (Propam Polri) reported that there were 1,305 cases of code of ethics violations, 2,621 cases of disciplinary violations, and 1,024 cases of criminal violations, for a total estimated at around 4,950 cases. This figure represents a decrease compared to 2022, but remains high and reflects persistent issues with police integrity, professionalism, and accountability.

Overall, data on violations by the Indonesian National Police (Polri) from 2019 to 2023 shows that despite institutional improvements and strengthened internal oversight, ethical, disciplinary, and criminal violations by Polri personnel continue to occur repeatedly. This situation underscores the importance of ongoing reforms in the internal oversight system, firm and consistent enforcement of sanctions, and strengthening legal culture and professional ethics to maintain public trust and ensure the rule of law in Indonesia.

The enforcement of the National Police's Code of Professional Ethics by the Jambi Regional Police's Propam Division is a manifestation of its internal oversight function to maintain personnel integrity. The investigation process for ethical violations begins with public reports, officer findings, or reports of arrests, which are then documented in a Police Report by the Sub-Division of Provos or Sub-Division of Deputy Profession Units within the Jambi Regional Police's Propam Division.⁷As a follow-up, an Examination Warrant was issued to summon witnesses and suspected violators in order to gather sufficient initial evidence.

In enforcing sanctions, Bidpropam conducts a comprehensive examination to determine the qualifications of the violation. The results of the examination are compiled in a Case File which is then submitted to the Superior with the Right to Punish. Before the trial begins, Ankum will request a legal opinion from the legal development function as a basis for considering whether the resolution of the violation is carried out through a Disciplinary Hearing or a Police Code of Ethics Commission Hearing. The imposition of ethical sanctions in the KKEP hearing is carried out by the hearing leader after going through a process of evidence that includes statements from witnesses, experts, alleged violators, as well as documentary and physical evidence.⁸

However, in its implementation, there are gaps in the norms of the Republic of Indonesia National Police Regulation Number 7 of 2022. The regulation does not rigidly regulate the synchronization of the timing of ethics hearings for members who are also involved in criminal cases. The ambiguity regarding whether ethics

⁷Article 81 of the Regulation of the Republic of Indonesia National Police Number 7 of 2022 concerning the Code of Professional Ethics and the Code of Ethics Commission of the Republic of Indonesia National Police.

⁸Ibid, Article 102.

hearings must await a final and binding court decision or can be conducted before the criminal process often gives rise to leadership subjectivity.

2. Research Methods

The approach applied in this study is a normative legal approach. Conceptually, normative legal research focuses its study on the coherence of norms, legal principles, and the doctrines and regulations that form the foundation of the code of ethics enforcement mechanism within the police force. The use of this approach is considered highly relevant considering that the problematic enforcement of ethical sanctions essentially intersects with aspects of legal certainty, the limitations of the authority of internal supervisory institutions (Bidpropam), and the effectiveness of regulations in mitigating professional violations to maintain the dignity of the Indonesian National Police institution.⁹

3. Results and Discussion

3.1. Enforcement of the Police Professional Code of Ethics Sanctions by the Jambi Regional Police's Propam Division

The law enforcement mechanism for violations of the Indonesian National Police's code of ethics is implemented by the Police Code of Ethics Commission, an internal police unit that resolves issues that arise among police officers. Based on Article 42 of Police Regulation Number 7 of 2022 concerning the Professional Code of Ethics and the Indonesian National Police Code of Ethics Commission, the organizational structure of the KKEP consists of:

KKEP membership is an odd number, with a minimum of 3 members and a maximum of 5. This is based on the decision of the KKEP's founding official. If a KKEP member is unable to carry out his duties, the Chair may appoint a replacement.

Within the framework of enforcing police ethics, the resolution of alleged violations by law enforcement officers is carried out through a Police Code of Ethics Commission hearing. Based on current internal police regulations, the examination procedures within this ethics court are divided into two main paths: expedited (fast) examination procedures and regular (regular) examination procedures.¹⁰

The following is a step-by-step explanation of the two procedures, which are arranged using standard state language:

⁹Peter Mahmud Marzuki, *Introduction to Legal Science*, Jakarta: Kencana, 2008, p. 133.

¹⁰Regulation of the Republic of Indonesia National Police Number 7 of 2022 concerning the Code of Professional Ethics and the Code of Ethics Commission of the Republic of Indonesia National Police

a. Quick check

Expedited or speedy examinations are generally applied to violations where the evidence is very clear and does not require complex evidence gathering. The procedure is as follows:

a) Preparation for Attendance: The Prosecutor, Court Clerk (Registrar), and the Suspected Offender are required to have taken their places in the courtroom before the deliberations begin.

b) Opening of the Session: The Chair of the Ethics Commission officially strikes the gavel and opens the session.

c) Reading of the Charges: The Prosecutor directly reads out the text of the charges which contain details of the despicable acts and the threat of punishment imposed on the Alleged Offender.

d) Decision Making: Without going through the lengthy witness examination process, the Chairperson of the Code of Ethics Commission immediately read out the final, binding decision.

b. Regular check-up

Regular examinations are used to prosecute alleged ethical violations and misconduct that require in-depth evidence, witness examinations, and legal debate, such as in cases involving mining conspiracies or protecting drug trafficking crimes. The overall procedure is as follows:¹¹

1) Courtroom Preparation: The Prosecutor, Court Clerk, and Assistant (Defender) are required to be ready in the courtroom before the trial begins.

2) Presence of the Assembly: All members of the Code of Ethics Commission Assembly take their designated places of honor in the courtroom.

3) Opening of the Session: The Chair of the Ethics Commission officially opens the session and declares it open.

4) Reading of the Rules of Procedure: The Clerk of the Court reads out the rules of etiquette and prohibitions of the trial which must be obeyed by all parties present.

5) Summoning the Suspect: The Chairman of the Panel orders the Prosecutor to bring and confront the Suspected Violator to the center of the main court room.

¹¹Supriyadi, *Procedural Law on State Apparatus Ethics*, (Bandung: Citra Aditya Bakti, 2021), pp. 142-145.

- 6) Identity and Condition Check: The Chairperson of the Panel checks the suitability of the identity card of the Suspected Offender, and asks about his mental and physical condition, along with his willingness to undergo the examination on that day.
- 7) Reading of Accusations: The Chair of the Tribunal orders the Prosecutor to read out the text of the allegations or accusations of alleged ethical violations to the Alleged Violator.
- 8) Presentation of Evidence: The Chairman of the Panel orders the Prosecutor to present the Witnesses and their evidence before the panel for examination.
- 9) Commencement of Information Collection: The Chairman of the Panel determines the commencement of the information collection stage which focuses on the actions of the Suspected Offender.
- 10) Taking the Oath: All witnesses and experts (providers of scientific information) are required to take an oath or promise of allegiance according to their respective religious beliefs in order to provide truthful information.
- 11) Testing by the Panel: The Chairperson, Deputy Chairperson, and Members of the Ethics Code Commission Panel conduct thorough question and answer sessions and examination of the Witness and the Suspected Violator.
- 12) Testing by the Prosecutor: The Chairperson of the Panel gives the Prosecutor time to ask sharp questions and dig for confessions from Witnesses and the Alleged Offender.
- 13) Testing by the Companion: The Chairperson of the Panel provides time for the Companion to submit cross-questions to defend the position of the Alleged Offender.
- 14) Scientific Information: The Board of the Code of Ethics Commission listened to and requested scientific reviews from experts to clarify the main issues.
- 15) Granting of the Right to Defend: The Chairperson of the Panel grants the Alleged Offender or his/her Companion the right to present additional witnesses or other evidence that may mitigate the charges.
- 16) Sentencing Demands: The Prosecutor reads out the final sentencing demand for the Alleged Offender.
- 17) Rebuttal or Defense: The alleged offender and his/her companion read out a self-defense text as an attempt to refute the prosecutor's demands.

18) Final Decision: As the culmination of justice, the Chairperson of the Code of Ethics Commission Council read out the sentence which became a binding decision for the Alleged Violator.

A speedy hearing is conducted for minor violations of the Police Professional Code of Ethics, while a regular hearing is conducted for moderate and serious violations of the Police Professional Code of Ethics. Article 17 of Police Regulation Number 7 of 2022 concerning violations of the code of ethics stipulates the following criteria:

a. Light Category:

- 1) Done through negligence;
- 2) Done for personal gain; and/or
- 3) It has no impact on families, communities, institutions and/or the state.

The light category of the code of ethics concerns personal ethics prohibited for members of the Indonesian National Police, including adultery or extramarital affairs and domestic violence. Minor violations may be subject to ethical sanctions.

b. Medium Category:

- 1) Done intentionally; or
- 2) There are personal and/or other party interests

The moderate category of the code of ethics concerns social ethics prohibited for members of the Indonesian National Police, including, for example, searching for faults in the community and making things difficult for those in need of protection and services. Minor violations can be subject to ethical and administrative sanctions.

c. Weight Category:

- 1) Done intentionally and there are personal interests and/or those of other parties;
- 2) There is a conspiracy;
- 3) Impact on families, communities, institutions and/or countries which gives rise to legal consequences;
- 4) Becoming a public concern; and/or
- 5) Committing a crime and having received a legally binding decision.

The provisions of the code of ethics in the severe category concern institutional and state ethics prohibited for members of the Indonesian National Police (Polri). Examples include abuse of authority, carrying out duties without orders, becoming a member or administrator of a political party, and engaging in activities opposing government policy. Minor violations may be subject to administrative sanctions.

Based on Articles 108 and 109 of Police Regulation Number 7 of 2022 concerning Sanctions Imposed on Suspected Violators, the following are:

a. Ethical Sanctions

Imposed if the offender commits a reprehensible act and the offender is required to apologize verbally before the KKEP court and in writing to the head of the National Police and the injured party, and the offender is required to participate in spiritual, mental, and professional knowledge training for one month. Ethical sanctions are imposed on offenders who commit minor violations.

b. Administrative Sanctions

Imposed on suspected violators who commit moderate and serious violations. The sanctions include:

- 1) Demotion Mutation for at least 1 year
- 2) Postponement of promotion is at least 1 year and at most 3 years
- 3) Education Postponement is at least 1 year and at most 3 years
- 4) Placement in a Special Place for a maximum of 30 days
- 5) PTDH

Sanctions are cumulative and/or alternative, based on the assessment and considerations of the KKEP Session. Furthermore, the imposition of a code of ethics sanction does not waive criminal and/or civil charges. Furthermore, the imposition of a code of ethics sanction is vacated upon the death of the alleged violator.

In order to enforce the ethics of the Police profession, every head at every level of the Police is asked to be able to punish Police Members who commit violations through KKEP Trials or Disciplinary Trials.

Enforcing ethics and discipline among police officers is expected to be implemented by every head of a police organizational unit, as they have the right to impose penalties at all levels, even the smallest violations must be followed up through corrective action or punishment. If this standard is consistently maintained, legal violations committed by police officers can be minimized.

The mechanism for enforcing the law on code of ethics violations is carried out through a hearing by the KKEP based on Articles 61 and 62 of Perpol Number 7 of 2022 which is carried out regionally according to the place where the Alleged Violator works. However, if the Alleged Violator is a high-ranking or Officer, the KKEP hearing will be held at the Regional Police (POLDA), then if the Alleged Violator has a higher position, the KKEP hearing will be held at the central police office in Indonesia, namely the Headquarters of the Republic of Indonesia Police (Mabes Polri). The higher the rank of the Alleged Violator, the higher the position of the office authorized to be the venue for the hearing. A KKEP hearing will be held if the Alleged Violator's actions contain elements of a criminal act or disciplinary violation committed by the Alleged Violator 3 times in a row with the same violation case.

In line with this, the law enforcement mechanism for violations of the code of ethics was also conveyed by several sources, namely:

- a. The legal enforcement mechanism for ethical violations by the Ankum, secretary, prosecutor, assistant, and advisor. However, the KKEP trial may proceed without a prosecutor.
- b. Implementation of the law enforcement mechanism for code of ethics violations by the Ankum, assistants, secretaries, prosecutors, and advisors. The hearing will be held in a hall or other available room within the same area as the regional office.

Referring to Lawrence M. Friedman's view, the success of law enforcement is largely determined by three main pillars. When applied to the text above, the results are as follows:¹²

a) Institutional Building (Legal Structure)

The institutional structure within the Indonesian National Police (particularly the Jambi Regional Police) is hierarchically structured. There is a Police Code of Ethics Commission (KKEP) with a clear structure (a Chairperson, a Deputy Chairperson, and an odd number of members). Judicial authority is also regulated by rank (from resort police, regional police, to headquarters). The presence of court officials such as prosecutors, clerks (secretaries), and assistants demonstrates that this internal judicial structure resembles that of state courts in general.

b) Contents of Written Rules (Legal Substance)

The provisions contained in Police Regulation Number 7 of 2022 are very clear and detailed. This regulation leaves no gaps in the law, as evidenced by the clear classification of violations (minor, moderate, and serious) and the forms of

¹²Lawrence M. Friedman, *Legal Order from a Social Science Perspective*, adapted into Indonesian by M. Khozim, (Jakarta: Nusa Media, 2013), pp. 72-76.

punishment (ethical sanctions and administrative sanctions such as transfers, demotions, and dismissal). The provision, which emphasizes that ethical sanctions do not eliminate criminal or civil charges, provides a strong legal certainty that allows for multiple layers of prosecution for violators.

c) Behavioral Patterns and Habits (Legal Culture)

The text alludes to the obligation of every superior to punish subordinates who commit deviations in order to minimize violations. This demonstrates an effort to establish a behavioral pattern (culture) that rejects inaction (zero tolerance). This system enforces a culture of shame, manifested through the sanction of requiring an oral apology in court and in writing to superiors.

Using Soerjono Soekanto's rationale, a regulation is said to be effective if it is supported by several basic requirements. The results of a review of the Jambi Regional Police's Propam Division mechanism show:¹³

a) The Rules Factor Itself

Police Regulation Number 7 of 2022 is highly effective, providing solutions in the form of "Express Examination" and "Regular Examination." This allows for less protracted case resolution. Cases with clear evidence do not require lengthy court proceedings.

b) Enforcement Apparatus Factors

The success of this procedure relies heavily on the firmness of the Superior Authorized to Punish (Ankum) and the integrity of the KKEP Council. While the regulation is sound, its effectiveness will be undermined if the examining officials are reluctant to impose severe penalties on their colleagues.

c) Facilities and Infrastructure Factors

The availability of a special courtroom (regional hall) and the completeness of the panel demonstrates the readiness of adequate facilities at the Jambi Regional Police level to conduct ethics trials independently.

Based on the review of the two foundations of thought above, the author formulates the following views:

First, the Perfection of Written Rules (Substance): On paper, the procedures for the Police Code of Ethics Commission (KKEP) trials carried out by the Jambi Regional Police's Propam Division have met the requirements of a complete legal system. The classification of violations and the separation of trial procedures (expedited and regular) demonstrate that the police have a very robust internal

¹³Soerjono Soekanto, *Factors Influencing Law Enforcement*, (Jakarta: RajaGrafindo Persada, 2014), pp. 8-10.

healing tool. The affirmation that ethical punishments are layered (cumulative) and do not dismiss criminal or civil charges is a step forward that closes the gap for rogue officers to hide behind institutional sanctions.

Second, Vulnerable Points in Behavioral Patterns (Legal Culture and Law Enforcement): Although the regulatory framework (substance) and its institutional structure (structure) are already very strong, the author believes that the greatest challenge lies in the behavioral patterns (culture) of the apparatus itself. As is common in uniformed environments, there is a tendency to protect each other among colleagues (a culture of silence).

Therefore, to ensure that Articles 42 to 109 of Police Regulation Number 7 of 2022 do not simply remain a law on the books, the Jambi Regional Police's Propam Division and the Superiors with the Right to Punish (Ankum) must possess absolute courage. Serious violations such as conspiracy to mine stolen (illegal) or protecting the distribution of illegal drugs should not be resolved solely through transfer or demotion, but must result in Dishonorable Discharge (PTDH) and the transfer of the accused to general criminal justice. Compliance by superiors in taking firm action against their subordinates is the key to determining the effectiveness of ethical law within the Jambi Regional Police.

3.2. Weaknesses in the Implementation of the Enforcement of Sanctions for the Indonesian National Police's Professional Code of Ethics by the Jambi Regional Police's Propam Division

1. Weaknesses in Institutional Structure (Fragile Legal Structure)

The institutional structure or legal structure is the primary driver determining the extent to which a normative regulation can be implemented fairly in practice. In constitutional studies, this structure encompasses not only the formation of formal institutions but is also closely related to the quality of human resources, the competence of investigators, and the independence of those institutions. Without a robust and independent structure, even the best-designed regulations will end up as mere paperwork lacking any real binding force.

Within the Jambi Regional Police, this structural oversight function is mandated to the Professional and Security Division. This institution bears a crucial responsibility as the vanguard in eradicating internal parasites before they interact with the public. The existence of the Professional and Security Division is designed to be the last line of defense to maintain the honor, ethics, and moral standards of soldiers, in line with the police oath of office.

However, at the field level, particularly within the police precincts spread across various districts and cities, the capacity of investigators is often inadequate for the workload. The speed and complexity of the modus operandi of violations committed by certain officers often exceeds the detection capabilities of internal

investigators. This results in the handling of public complaints regarding officer arrogance or misconduct often being extremely slow and inefficient.

Operational funding constraints and a lack of modern investigative infrastructure also contribute to these structural weaknesses. The lack of adequate digital tracking tools or specialized training in internal misconduct investigations makes the process of gathering evidence extremely difficult. Consequently, many cases of alleged ethical violations are ultimately dismissed or dismissed because Propam investigators in the regions lack sufficient evidence to elevate the case to disciplinary hearings.

Beyond infrastructure constraints, these institutional weaknesses culminate in the fragility of the trial panel's independence due to the strong influence of the military's rigid hierarchy. This hierarchy creates a thick psychological barrier for lower-ranking investigators when they must interrogate or try higher-ranking defendants. This hierarchical pressure directly reduces, and even emasculates, the investigators' independence and courage in formulating charges.

This loss of independence becomes even more apparent when the individual being investigated has significant seniority or close ties to the regional leadership. In such situations, legal objectivity often gives way to reverence and fear of future career obstacles for the investigator. The internal judicial process, which should be a forum for seeking material truth, gradually degenerates into mere administrative theater to evade the obligation to handle the case.

This clash between law enforcement professionalism and narrow corps loyalty creates a highly compromising trial atmosphere. The principle of equality before the law is disregarded, and investigators tend to seek excuses to reduce the sentences of their colleagues. As a result, a strong public perception has emerged that justice in the police's internal courts is extremely blunt in protecting officers, but extremely harsh in punishing low-ranking officers.

This structural weakness is starkly and alarmingly evident in the handling of cases involving officials involved in environmental crimes in Jambi Province. For example, the rampant illegal gold mining in Merangin and Sarolangun Regencies, as well as the illegal drilling of oil wells in Batanghari Regency, are inextricably linked to official involvement. These crimes, which massively disrupt the balance of nature, are evidently protected by uniformed officials who abuse their authority.

In a legally binding trial at the Jambi Regional Police's Propam Division, several non-commissioned officers were legally and convincingly proven to have received tactical funds from illegal mining tycoons. They acted as leakers of state secrets by providing advance information on the schedule of joint enforcement operations. This action gave the illegal miners time to hide their heavy

equipment before authorities arrived, resulting in state law enforcement operations consistently failing or misdirecting their targets.

Ironically, the decisions of the ethics council against these non-commissioned officers protecting illegal mining are often disproportionate to the ecological damage they have facilitated. Instead of being given a dishonorable discharge to serve as a deterrent, these individuals generally receive only mild sanctions in the form of a written apology, several weeks of confinement in a special placement room, and a demotion. This lack of dismissal demonstrates that structural firmness has been paralyzed, with the enforcement of truth forced to submit to the mercy of friendships within the same institutional roof.

4. Conclusion

1. The Code of Ethics Enforcement Mechanism Has Been Structured Normatively The enforcement mechanism for violations of the Indonesian National Police's Professional Code of Ethics has been structured and hierarchically regulated through Police Regulation Number 7 of 2022. This regulation classifies violations into three categories: minor, moderate, and serious, which are processed through speedy or regular trials. Sanctions are executed cumulatively or alternatively, ranging from ethical sanctions such as mandatory apologies and mental development to administrative sanctions such as demotion, confinement in a special place, and dishonorable discharge (PTDH). 2. Ethics Enforcement Hampered by Three Systemic Weaknesses In the reality of enforcement by the Jambi Regional Police's Propam Division, there are three fundamental weaknesses that hinder justice. First, the weakness of the legal structure in the form of hierarchical rank intervention that creates a sense of reverence and hampers the independence of Propam investigators. Second, the lack of legal substance, namely the absence of an imperative rule requiring the transfer of pure criminal cases to general courts, so that internal trials are often misused as a refuge. Third, the weakness of the legal culture, where the espionage spirit is distorted into a "code of silence" that causes fellow members to cover up violations and silence the truth. 3. Comprehensive Transformation Required for Future Oversight To restore the institution's authority, future enforcement of ethical code sanctions must shift from a reactive approach to a proactive, preventative, and digitalized one. This improvement requires institutional modernization, such as cross-regional cross-examination, stricter regulations or Standard Operating Procedures (SOPs) for mandatory criminal reporting, and a revolution in work culture. Absolute protection for whistleblowers and the imposition of joint and several liability sanctions on superiors are key to ensuring oversight truly cleans up the institution, not simply covers up disgrace.

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