



CODE OF CONDUCT

SCOPE

This guideline shall apply to all members of the Stoney Point Fire Department and shall be adhered to by all members.

PURPOSE

To establish a code of conduct for expected behavior and performance by all members of the Stoney Point Fire Department.

DEFINITIONS

Guideline - a general rule, principle, outline of a policy

Member – any career, volunteer, staff, and auxiliary personnel affiliated with the department

Shall - indicates a mandatory requirement

GUIDELINES

It is critical for Stoney Point Fire Department to have, and enforce, a code of conduct for its members. This code of conduct protects the department, its members, and the community from harm caused by actions or inaction by a member that erodes the public trust. As a basic condition of membership, all members have an obligation to conduct their official duties in a manner that serves the public interest, upholds the public's trust, and protects the department's personnel and resources. Officers and supervisors shall set an example for other members and have a responsibility to ensure that their activities and decisions pertaining to community services, personnel actions, and the management of public funds are consistent with department policies and practices. Each member shall conduct themselves according to the motto No One is More Professional than I.

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Code of Conduct

Stoney Point Fire Department members have the responsibility to:

- Perform their duties to the very best of their abilities and in a manner that is effective, efficient, cost-effective and meets the needs of the public
- Read, understand, and comply with all departmental policies, procedures, guidelines, and rules. Ignorance is not an excuse for failure
- Represent Stoney Point Fire Department with honesty, integrity, compassion and competence, no matter what task you are performing
- Avoid conflicts of interest, or the appearance thereof, whenever conducting official departmental business
- Be a good steward of all departmental equipment, resources, funds, vehicles, and other property. Ensure that they are only utilized for the department's or community's benefit
- Notify a superior of any conflicting guidance, orders, policies, or violations of any guidance, orders, laws, and policies
- Take appropriate corrective action whenever a violation of a law, policy, guideline, or standard is brought to your attention
- Be courteous, professional, and service oriented in all interactions with community members, members of other organizations, and other Stoney Point Fire Department members
- Treat everyone that you interact with fairly and equitably, without regard to age, race, color, ethnicity, national origin, disability, gender, sexual orientation, political affiliation, or any other factor
- Report for duty properly attired, equipped, and ready to perform your assignments. Be at the right place, at the right time
- Obey all Federal, State, local laws, and lawful orders promptly and to the best of your ability
- Respect the authority of Officers and acting Officers in the conduct of departmental business.
- Refrain from publicly criticizing or commenting upon any order, policy, Officer, or member of the department
- Conduct yourself professionally at all times, avoid any appearance of misconduct

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Unacceptable Conduct

The following activities are prohibited by members while on duty:

- Any illegal, lewd, unethical, or combative activity (gambling, drugs, assault, etc.)
- Possession of a firearm or other deadly weapon on department property
- Threats or acts of physical violence against any coworker or the public
- Sexual activity to include the possession or use of printed or audiovisual material that is sexually offensive
- Sexual harassment, intimidation, or assault against any member, or the public
- Abusive behavior, hazing, or harassment of coworkers or members of the public
- Horseplay, practical jokes, and other disruptive behavior are also prohibited
- Unauthorized alteration or modification of vehicles, apparatus, buildings, computers, or items of equipment owned or operated by the department
- Solicitation or acceptance of gifts, rewards or fees for the performance of departmental duty
- Requiring the donation to an individual or organization as a condition of employment or as condition for promotion or favorable action
- Campaigning for or against any person running for political office
- Recommending or endorsing specific products, trade names, or businesses as a representative of Stoney Point Fire Department
- Conducting personal business or performing any activity for which the member will receive any form of compensation while acting as a representative of, or while on duty with Stoney point Fire Department
- Permanently parking or storing personal vehicles, trailers, campers, tractors, boats, etc. on department property.
- Making a false statement, oral or written about the department or an immediate supervisor, intending to destroy discipline and good order
- Performing any act or making any statement, oral or written about one's co-workers intending to destroy good order, morale, or good working relationships with co-workers and the public
- Insubordination, insolence, indifference, disrespect, or evasion of duty during an emergency incident or duty.
- Misuse of position as an Officer or supervisor for pleasure, profit, or personal safety

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References

NVFC Code of Conduct

Firefighter Code of Ethics