

# **SOUTH LANE COUNTY FIRE & RESCUE BOARD POLICY**

SECTION PERSONNEL  
POLICY B-2

## **STANDARDS OF CONDUCT**

### **2.0 INTRODUCTION:**

The mission and goals of South Lane County Fire and Rescue are accomplished through the professional conduct of all its personal. This policy is a guideline for acceptable conduct of all District personnel.

It is the responsibility of every officer and chief officer to apply and enforce these Standards of Conduct uniformly throughout the District. It is expected that self-discipline is the norm, and the responsibility of all District personnel. Each individual is considered to be responsible for their actions, and shall be held accountable for them.

- 2.1** In all matters of general conduct, District personnel shall, whether on or off duty, be governed by the ordinary and reasonable standards of behavior observed by all law abiding citizens and shall commit no act tending to bring reproach or disrespect upon the District or its members.
- 2.2** District personnel shall not conduct themselves in such a manner, or be party to any act, which would tend to impair the good order and discipline of the District.
- 2.3** While on duty, all District personnel shall devote their attention, time and effort to the welfare and benefit of the District.
- 2.4** In matters affecting the policy and practices of the District, District personnel shall not speak on behalf of the District by public speech, newspaper, radio, television, or other public media, or take similar action either directly or indirectly without first obtaining the approval of the Fire Chief.
- 2.5** District personnel shall not use or permit the use of the name or the prestige of the District for any commercial purpose, and no member shall identify themselves as an employee, reserve, or resident reserve for the District for the purpose of any commercial advertising or other commercial purpose without permission of the Fire Chief or the Board of Directors.
- 2.6** District personnel shall not receive or accept a reward, fee, or valuable gift from any person for services, incident to the performance of duty, except with the permission of the Fire Chief or the Board of Directors and in compliance with the Oregon Government Standards and Practices Ethics law.
- 2.7** District personnel shall not use any records or knowledge obtained incident to the performance of duty for personal gain unless such record or knowledge has been released for public use.
- 2.8** District personnel shall not use, or attempt to use, the uniform, badge, or prestige of the District to influence the vote of any person for or against any candidate for

## **SOUTH LANE COUNTY FIRE & RESCUE BOARD POLICY**

public office and/or ballot measure without permission of the Fire Chief or the Board of Directors.

- 2.9** District personnel may not campaign for or against any candidate for elective office or ballot measure while representing the Fire District in any capacity.
- 2.10** District personnel shall not use obscene, uncivil, or boisterous language at any time when representing the District.
- 2.11** District personnel shall not engage in any altercation while on duty or while wearing any part of the District uniform.
- 2.16** The falsification of records, the making of misleading entries or statements with the intent to deceive, or willful mutilation of any District record, book, paper, or document is prohibited.
- 2.17** District personnel shall not loan, sell, give away, or appropriate to their own use any public property without the authorization of the Fire Chief or their designee, nor shall they be guilty of theft from any emergency scene, function, event, or District property.
- 2.18** District personnel shall not go off duty before being properly relieved.
- 2.19** All District personnel will report for duty at their assigned station at the designated time, unless prior approval is obtained from their Shift Commander.
- 2.20** Inefficiency, indifference to duty, or dereliction of duty is prohibited.
- 2.21** District personnel shall forward all communications of an official nature through normal channels unless specifically directed otherwise by a supervisor.
- 2.22** District personnel shall not speak or act disrespectfully of any Director, Officer or other member of the District if such speech or act would impair any close working relationship necessary for the effective and efficient operation of the District.
- 2.23** District personnel shall be able to functionally and legally operate District apparatus without changes to the standard equipment, policies, and insurance coverage, unless specifically exempted by the Fire Chief.
- 2.24** District personnel shall notify the business office of any changes in personal status, residence, telephone number, or similar conditions within 2 working days of the change.
- 2.25** District personnel shall not willfully damage or destroy any District apparatus or equipment.
- 2.26** The Fire Chief is charged by the Board of Directors with implementing and enforcing all Board Policies. The Fire Chief shall create, implement and enforce Standard Operating Guidelines (SOGs) as needed for this purpose.

**Adopted: 06-04-2003**

**Revised: 11-21-2019**

**Reaffirmed:**