

Campbell County Fire Department Policy		
General/Administration	<i>Code of Conduct</i>	<i>100.03</i>

I. PURPOSE:

The following list of directives represents the conduct standards for members for the Campbell County Fire Department.

II. SCOPE:

This policy applies to all Campbell County Fire Department personnel, volunteer and career.

III. POLICY:

1. Conduct Standards:

1.1. Every member of the Campbell County Fire Department is expected to operate in a highly self-disciplined manner and is responsible to regulate his/her own conduct in a positive, productive, and mature way. Failure to do so will result in disciplinary action ranging from counseling to termination. Violations of Rules 3.5, 3.6, 3.7, and 3.8 shall result in automatic termination.

2. All Members Shall:

2.1. Follow Operations, policy manuals and written directives of the Campbell County Fire Department and Campbell County Personnel Policies.

2.2. Use their training and capabilities to protect the public at all times both on and off duty.

2.3. Work competently in their positions to cause all department programs to operate effectively.

2.4. Always conduct themselves to reflect credit on the department.

2.5. Supervisors will manage in an effective, considerate manner; subordinates will follow instructions in a positive cooperative manner.

2.6. Always conduct themselves in a manner that creates good order inside the department.

2.7. Keep themselves informed to do their jobs effectively.

2.8. Be concerned and protective of each member's welfare.

2.9. Operate safely and use good judgment.

2.10. Obey the law.

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3. Members Shall Not:

- 3.1. Engage in any activity that is detrimental to the department.
- 3.2. Engage in a conflict of interest to the department or use their position with the department for personal gain or influence.
- 3.3. Engage in physical confrontation.
- 3.4. Abuse their sick leave (career members).
- 3.5. Steal.
- 3.6. Use alcoholic beverages, debilitating drugs, or any substance which could impair their physical or mental capacities while on duty.
- 3.7. Engage in any sexual activity while on duty.
- 3.8. Wear fire department clothing/uniforms and/or equipment (radios/pagers) while consuming alcohol off duty.