



Pinion Pine Fire District

Standard Operating Procedure

Policy Title: Rules of Conduct

Policy Number: 200.10

Created: 2003

Section: Conduct

Revised: June 2018

Purpose: *Define common acceptable and unacceptable conduct for fire department members. This list is not all inclusive however provides for basic guidance.*

Scope: *All Personnel*

All members of the Pinion Pine Fire Department are expected to conduct themselves in a professional manner that brings credit to the department and the fire district. Failure to do so may result in disciplinary action ranging from counseling to dismissal.

Members shall:

- Follow the policies and guidelines of the fire department.
- Work toward the effective and competent operation of the department and its programs.
- Conduct themselves as to reflect positively on the department and fire district.
- Supervisors will manage in a positive and considerate manner; subordinates will follow instructions in a positive way.
- Stay informed and seek opportunities to enhance performance and service delivery.
- Treat other members and members of the public with kindness and respect.
- Maintain physical fitness to ensure ability to perform job functions.
- Obey all laws, rules, and regulations.
- Be careful with department equipment, property, and personnel.
- Follow command structure and command chain.
- Work toward conflict resolution in a professional and mature way.
- Provide customer service to the highest level of our capability.



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Members shall not:

- Engage in activity that is detrimental to the department, while on or off duty.
- Engage in a conflict of interest to the department or use their position within the organization for personal gain. (Example: the use of department badge, uniform, or similar item to influence a position of power over a member of the public or business for personal gain or favor that would not be furnished otherwise.)
- Engage in physical altercations.
- Abuse sick leave.
- Engage in sexual activity of any kind while on duty.
- Allow personal business to interfere with job functions.

As stated in the SOP purpose definition, the above is not to be viewed as an inclusive list of behaviors but to be viewed as a foundation for behavior that is to be seen favorably and other actions to avoid. Activity that can be viewed as detrimental to the department can be wide ranging and varied. All members are encouraged to seek guidance from the Chief or department officers if any clarification is needed on a specific activity or behavior.