


CENTRAL PEACE FIRE & RESCUE COMMISSION

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PURPOSE:

To establish criteria that encourages fire service personnel to promote a culture of ethical integrity and high standards of professionalism in our field. The broad scope of the recommended Code of Ethics is intended to mitigate and negate situation that may result in embarrassment and waning of public support for what has historically been a very highly respected profession.

CPFRC members are individually responsible for knowing and complying with the CPFRC code of Conduct and Ethics policy. Members are accountable for their actions and responsible for their performance. The essential ingredients of a positive work environment and healthy organization are personal respect and individual integrity. The nature of the public service our fire department provides requires that these responsibilities extend to all members and to the public.


SCOPE:

Ethics comes from the Greek work ethos, meaning character. Character is not necessarily defined by how a person behaves when conditions are optimal and life is good. It is easy to take the high road when the path is paved and obstacles are few or non-existent. Character is also defined by decisions made under pressure, when no one is looking, when the road contains land mines, and the way is obscured. As members of the Fire Service, we share a responsibility to project an ethical character of professionalism, integrity, compassion, loyalty and honesty in all that we do, all of the time.

We need to accept this ethics challenge and be truly willing to maintain a culture that is consistent with the expectations outlined in this document. By doing so, we can create a legacy that validates and sustains the distinguished Fire Service Institution, and at the same time ensure that we leave the Fire Service in better condition than when we arrived.

Each member's conduct must be ethical and beyond reproach in order to maintain the high level of public confidence and trust placed within our department.


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POLICY:

1. I understand, that I have the responsibility to conduct myself in a manner that reflects proper ethical behavior and integrity. Members must carry out their duties impartially, fairly, and honestly and to conduct themselves in a manner that their conduct will bear the closest scrutiny; and to avoid not only actual impropriety, but also the potential or appearance of impropriety. In doing so, I will help foster a continuing positive public perception of the Fire Service. Therefore, I pledge the following.....
 - 1.1 Always conduct myself, on and off duty, in a manner that reflects positively on myself, my department and the Fire Service in general.
 - 1.2 Accept responsibility for my actions and for the consequence of my actions.
 - 1.3 Support the concept of fairness and the value of diverse thoughts and opinions.
 - 1.4 Avoid situations that would adversely affect the credibility or public perception of the Fire Service Profession.
 - 1.5 Be truthful and honest at all times and report instances of cheating or other dishonest acts that compromise the integrity of the Fire Service.
 - 1.6 Conduct my personal affairs in a manner that does not improperly influence the performance of my duties, or bring discredit to my organization.
 - 1.7 Be respectful and conscious of each member's safety and welfare.

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- 1.8 Recognize that I serve in a position of public trust that requires stewardship in the honest and efficient use of publicly owned resources, including uniforms, facilities, vehicles and equipment and that these are protected from misuse and theft.

- 1.9 Exercise professionalism, competence, respect and loyalty in the performance of my duties and use information, confidential or otherwise, gained by virtue of my position, only to benefit those I am entrusted to serve.

- 1.10 Avoid financial investments, outside employment, outside business interests or activities that conflict with or are enhanced by my official position or have the potential to create the perception of impropriety.


- 1.11 Never propose or accept personal rewards, special privileges, benefits, advancement, honors or gifts that may create a conflict of interest, or the appearance thereof.

- 1.12 Never engage in activities involving alcohol or other substance use or abuse that can impair my mental state or the performance of my duties and compromise safety.

- 1.13 Never discriminate against the public on the basis of race, religion, colour, creed, age, marital status, national origin, ancestry, gender, sexual preference, medical condition, or handicap.

- 1.14 Never harass, intimidate, or threaten fellow members of the service or the public and stop or report the actions of other firefighters who engage in such behaviors.

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- 1.15 Responsibly use social networking, electronic communications, or other media technology opportunities in a manner that does not discredit, dishonor, or embarrass this organization, the Fire Service, and the public. I also understand that failure to resolve or report inappropriate use of this media equates to condoning this behavior.

CONDUCT:

2. **The purpose of this section of the policy is to ensure that all members of the Central Peace Fire & Rescue Department are able to meet the Bona Fide Occupational Requirements based on the demands of each assigned position.**

- 2.1 A person who is qualified to be a member of the department for firefighting duties who:
- 2.2 Is medically fit to be a member.
- 2.3 Is not medically dependent on a prescription drug that may inhibit his or her performance at an incident.
- 2.4 Physical abilities testing will be required of all members of CPFRC and will be constructed to emulate the duties required for fire department assignments.
- 2.5 The Fire Chief may request a Certification of fitness by a Physician as a pre-requisite or at some time, during the member's career with the Department.
- 2.6 Members are expected to attend regular practices.
- 2.7 Every member who is able to attend a call, while taking due care and diligence to the safety of themselves and others, proceed as soon as possible.
- 2.8 All members shall wear their issued clothing to all practices when possible.

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- 2.9 No member shall leave the scene of an incident, fire hall or practice without first notifying their senior officer.

- 2.10 It is the Fire Chiefs responsibility to give out any information pertaining to or about the fire department, including all incidents attended by the fire department. Unless previously authorized, members are not to divulge any information involving these responses to members of the public. Any member in breach of this section will be relieved of their duties as a member in the fire department.


- 2.11 A fire department member shall not divulge any confidential information, which has been communicated to or acquired by the member in the course of their duties without prior approval of the Fire Chief.

- 2.12 No member shall be permitted to remain at a fire practice or an incident if he or she is impaired by the use of an intoxicating beverage, drugs or a prescribed drug.

- 2.13 The safety of fellow firefighters shall be given the utmost importance. Acting in any way that may compromise the safety of others shall result in immediate termination of membership within the department.

- 2.14 Fire Apparatus are to be driven with the greatest of care and attention. Speed must be consistent with the weather, road conditions, and the safety of other's; Response times are of secondary importance. Drivers may exceed the speed limit with the fire apparatus only when proceeding to an emergency incident when it is safe to do so. The red flashing lights must be turned on and the siren on a constant wail at all times when traveling to an incident.

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- 2.15 This section provides direction for the use of personal vehicles proceeding to an incident. When proceeding in a personal vehicle, drivers must obey the Provincial rules of the road.

- 2.16 Any member who is absent longer than deemed necessary by the Fire Chief, without valid reasons, shall be relieved of their membership to the Fire Department.

- 2.17 Any member who has a complaint related to this document, shall submit in writing, to the Fire Chief and the Central Peace Fire & Rescue Commission Board of Directors for consideration. All written submissions will be addressed and remedial action taken if deemed necessary. Final authority for settlement of the complaint or disputes shall rest with the Central Peace Fire & Rescue Commissions Board of Directors.

I have read and understand the "Firefighter Code of Conduct and Ethics" Policy POL-04-2016 and agree to abide by all sections of this policy.

Signature: _____

Date: _____