

Fauquier County Department of Fire Rescue

Rule & Regulation

No. 105

General Conduct

Effective Date: May 30, 2017

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Revision Date:

Forms:

Approved By: Darren L. Stevens, Fire Rescue Chief



PURPOSE

To outline the basic standards of general conduct expected of employees of the Fauquier County Department of Fire Rescue (“Department”).

SCOPE

This regulation applies to all Fauquier County Department of Fire Rescue personnel career, administrative and part time.

I. POLICY

All department personnel are expected to operate in a highly self-disciplined manner and abide by the standards of personal conduct outlined within the policy.

II. RESPONSIBILITY

Supervisors are responsible to ensure that personnel under their command are aware of this policy and its importance to the Department. Each member of the department is responsible to regulate his or her own conduct in a positive, professional, ethical, productive, and mature way.

III. ALL PERSONNEL SHALL

- A. Follow human resource policies, operating manuals, rules and regulations, operating procedures and written directives of the Department and Fauquier County (“County”).
- B. Use their training and capabilities to protect and serve the citizens of the County while on duty and when appropriate, off duty.
- C. Work competently in their positions to cause applicable department programs to operate efficiently and effectively.

Desire to Serve

Ability to Perform

Courage to Act

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- D. Always conduct and present themselves to reflect positively on the County and the Department.
- E. Manage others and work with managers and supervisors in an effective, considerate manner. Provide and follow instructions in a positive, cooperative and respectful manner.
- F. Always conduct themselves in a manner that conveys good order inside the Department.
- G. Keep themselves informed to do their jobs effectively.
- H. Be considerate and protective of each member's personal privacy, property and welfare.
- I. Operate safely and use good judgment.
- J. Keep themselves physically fit.
- K. Observe the work / duty hours of their position.
- L. Obey the law.
- M. Take proper care of department equipment and property, and ensure its safe operation.
- N. Be civil and respectful to their officers / supervisors, to each other, to other county employees and to the public.
- O. Uphold, provide support and be respectful of established policies related to the combined use of career and volunteer personnel to carry out the mission and organizational objectives of the Department.
- P. Recognize the potential for mandatory emergency recall 24 hours a day.
- Q. Obey all proper and lawful orders.
- R. Upon request by a citizen, willingly supply name, unit identification and supervisor's contact information in a courteous manner and present your official department identification card when asked to do so.

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IV. MEMBERS SHALL NOT

- A. Engage in any activity that is detrimental to the County, Department or its members. Legitimate “whistleblower” and protected free speech activities are not restricted by this policy.
- B. Engage in activities that would be considered a conflict of interest to the Department or use their position with the Department for personal gain.
- C. Use alcoholic beverages, debilitating drugs, or any substance that could impair their physical or mental capabilities while on duty.
- D. Engage in any sexual activity while on duty or on County property.
- E. Misuse their sick leave.
- F. Steal.
- G. Engage in behavior of a rowdy or unruly nature, or behavior that could cause injury or insult to another.
- H. Make a false official report or make a false statement or gossip about a member of the Department, or the business of the Department, to the discredit or the detriment of any such member of the Department or the Department as a whole.
- I. Engage in conduct prejudicial to good order or discipline such as: unlawful gambling; disorderly behavior; provoking or harmful mischievous conduct; quarrelling, threatening, fighting, or assaulting; creating a discrediting public spectacle; unnecessary disturbance of members sleeping between 2200 hours and 0500 hours or during other permitted times; meddling with property or belongings of others; hazing or similar acts.
- J. Use, possess or carry firearms, explosives or any lethal weapons (with the exception of a knife used for utility and/or rescue purposes) on their person while on duty unless explicitly granted permission by the fire chief.