St. John's Regional Fire Department
Policy and Operational Guidelines

Title: 01-03-16	St. John's Regional Fire Department Firefighter and Fire Officer Code of Ethics
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Title:	16 St. John's Regional Fire Department Firefighter and Fire Officer Code of Ethics

Purpose

The purpose of this SJRFD Code of Ethics is to establish criteria that encourages members of SJRFD to promote a culture of ethical integrity and high standards of professionalism in our scope of service. This Code of Ethics is intended to mitigate and negate situations that may result in embarrassment for what has been a highly respected profession.

Background

The SJRFD member understands that he/she has the responsibility to conduct himself/herself in a manner that reflects proper ethical behavior and integrity. In so doing, he/she will help foster a continuing positive public perception of St. John's Regional Fire Department. The following *Code of Ethics* will apply.

Procedure

a. Always conduct himself/herself, on and off duty, in a manner that reflects positively on himself/herself, their Department and the fire service in general.

b. Accept responsibility for his/her actions and or the consequences of his/her actions.

c. Support the basic concept of fairness and the value of diverse thoughts and opinions.

d. Avoid situations that would adversely affect the credibility or public perception of St. John's Regional Fire Department and the firefighting profession and always conduct himself/herself, on and off duty, in a manner so as to not to discredit himself/herself nor the Department.

e. Be truthful and honest at all times and report instances of cheating or other dishonest acts that could compromise the integrity of the St. John's Regional Fire Department and/or the fire service.

f. Conduct his/her personal affairs in a manner that does not improperly influence the performance of his/her duties, or bring discredit to his/her organization.

g. Be respectful and conscious of each member's safety and welfare.

h. Recognize that he/she serves in a position of public trust that requires conscientious stewardship in the honest and efficient use of publicly owned resources, including uniforms, facilities, vehicles, equipment, etc., by ensuring that these are protected from misuse or theft.

i. Exercise professionalism, competence, respect and loyalty in the performance of duties and use information gained, confidential or otherwise, by virtue of his/her position, only to benefit those he/she is entrusted to serve.

j. Avoid financial investments, outside employment, outside business interests or activities that conflict with or are enhanced by his/her official position or have the potential to create the perception of impropriety.

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

l. Never engage in activities involving alcohol or other substance use or abuse that can impair his/her mental state, the performance of his/her duties or compromise safety while on duty.

m. Never discriminate on the basis of race, religion, color, creed, age, marital status, national origin, ancestry, gender, sexual preference, medical condition or handicap.

n. Never harass, intimidate or threaten fellow members of St. John's Regional Fire Department or the public and stop or report the actions of others who engage in such behaviors.

o. Responsibly use social networking, electronic communications, or other media technology responsibly in a manner that does not discredit, dishonor or embarrass St. John's Regional Fire Department, the fire service or the public. He/she also understands that failure or resolve or report inappropriate use of this media equates to condoning this behavior.

A member who fails to comply with or otherwise contravenes any of the provisions of SJRFD *Code of Ethics* may be subject to Article 28, *Discipline* as outlined in the current Collective Agreement.

NOTE:

All Policy and Operational Guidelines are provided as a guideline only and may be altered by the OIC to meet extenuating circumstances.

Approvals
Fire Chief/Director

Approval Date
2017/03/17

Responsibility
St. John's Regional Fire Department

POG #01-03-16
Approved By:

Jerry F. Peach — Date: Mar 17th/2017
Fire Chief
Director of Regional Fire and Emergency Services

Appendix/Appendices
None