

## **PURPOSE**

It is the responsibility of each member of Central Kitsap Fire and Rescue (CKFR) to behave in a manner that reflects an understanding and practice of proper ethics and that reinforces our Core Covenants.

## **POLICY**

As stewards of the public trust, we expect all members to follow this code to:

Conduct ourselves in a manner that reflects positively on each of us, our department, and the fire service in general.

Accept responsibility for our actions and for the consequences of those actions.

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

Avoid situations that might adversely affect the credibility or public perception of the fire service profession or support personnel.

Be truthful and honest and report instances of cheating or other dishonest acts that compromise the integrity of the District.

Conduct our personal affairs in a manner that does not adversely affect the performance of our duties, or bring discredit to our organization.

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

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.

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



Avoid activities that conflict with our official position or have the potential to create the perception of impropriety.

Adhere to our District's policy on accepting gifts.

Avoid activities involving alcohol or other substance use or abuse that can impair our mental state on duty or negatively impact the safety of ourselves or others while on duty.

Practice respect for others, regardless of circumstances, and adhere to the District's policy addressing Harassment and Workplace Violence.

Stop or report the actions of other firefighters who engage in such behaviors.

Adhere to the District's policy on Social Media and be mindful of the need to responsibly use social networking, electronic communications, or other media technology opportunities to not discredit, dishonor or embarrass our organization, the fire service or the public.

This policy is not intended to impair the free speech rights of District employees nor is it intended to unreasonably impair or limit the ability of District employees to engage in the reasonable use of such media on their off duty time. The policy also does not limit the ability of union members to engage in protected union activity.

