



Nebraska Serious Injury & Line of Duty Death Response Team

Revised 1-27-2018

Members Code of Conduct

All Response Team Members will comply with the Teams Code of Conduct. All Team Members are considered equal regardless of their rank in their current organization, paid or volunteer. All Team Members must use the chain of command at all times.

1. **RESPECT:**

- A. Conduct unbecoming of a member/Code of Conduct - The emergency services industry relies heavily on the public trusting in the integrity and professionalism of its members.
- B. All Team Members will act professional and courteous when representing the Team. Our actions during a deployment, LODD or Non LODD, are covered under Chapter #1 Rules of Engagement in our L.A.S.T. manual.
- C. Any Member, E-Board or Board of Directors that abuses the power of their position will be removed from the Team.

2. **SUBSTANCE ABUSE:**

- A. Drunk or disorderly conduct during a deployment, training event, or group gathering where the public easily identifies the members will not be tolerated.
- B. Any Team Member under the influence of alcoholic beverages, or illegal drugs, shall not respond to any matters involving the team.
- C. Any member under the influence of prescription or over-the counter medication that may affect their performance shall not respond to any matters involving the team.

3. **DISCRIMINATION & HARASSMENT:**

- A. Team Members will not condone nor tolerate incidents or circumstances of discrimination, harassment or sexual harassment.

4. **CONFIDENTIALITY CLAUSE:**

- A. No officer or Team Member shall discuss confidential information with a non-team member.

5. **SOCIAL MEDIA:**

- A. All Social Media is a valuable tool to be used to disseminate information pertaining to the team.
- B. Team members are free to express themselves as private citizens on social media.
- C. Violation on this policy will be Immediate Removal from the Team
- D. As a member of the LODD Team, you shall conduct yourself professionally to the degree that your speech does not impair or impede the performance or the reputation of the team.
- E. As a member of the LODD team, you are a representative of the National Fallen Firefighter Foundation (NFFF) and the Department Of Justice (DOJ).
- F. All team members must refrain from communication that is offensive, intimidating, discriminatory, harassing or other unprofessional social media content.
- G. Speech containing obscene or sexually explicit language, images, or acts, and statements or other forms of speech that ridicule, malign, disparage, or otherwise express bias against any race, any religion, or any protected class of individuals.
- H. Conduct themselves at all times as representatives of the LODD team and, accordingly shall adhere to all LODD team standards of conduct and observe conventionally accepted protocols and proper decorum.

6. **DISCIPLINARY ACTIONS:**

- A. The E-Board shall take prompt corrective action when made aware of any type of discrimination, harassment, sexual harassment, substance abuse, and breach in confidentiality or any other disrespect shown as a member of the organization.
- B. Any Team Member who believes they have knowledge of, or feel they have experienced, any of the above circumstances shall report it to the highest-ranking officer. All actions taken to investigate and resolve complaints shall be handled in a timely and objective manner.

- C. All members involved in or witness to an incident shall present their information to the E-Board for review.
- D. Violation of any of the above may result in probation, disciplinary sanctions or immediate removal from the team.
 - a. Probation = Extra time will be put into the team i.e. booth at any educational conferences in the State, team trainings, speaking with Mutual Aid or TMA's for a period of time to be determined by the E-Board. Voting privileges will be suspended during the probationary period.
 - b. Disciplinary = 1st offense will be a verbal warning with a 6 month probation. 2nd offense will be a written reprimand with a 1-year probation. 3rd offense termination from the Team upon consensus of the E-Board.
 - c. Any member disciplined has the right to appeal to the Board of Directors within 45 days of the disciplinary action.