



Tonto Rim Search and Rescue (TRSAR) Code Of Conduct Policy

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SECTION I. PURPOSE:

This policy provides the guidelines for the acceptable behavior and conduct of members involved in missions, trainings, meetings, public relation events and other official squad functions.

SECTION II. CODE OF CONDUCT:

- A. As a Tonto Rim Search and Rescue Squad member you are a representative of not only the TRSAR squad but also of the Gila County Sheriff's Office.
- B. While in uniform, or while driving a vehicle with the TRSAR license plate or attending any squad function, you as a member of TRSAR shall conduct yourself in a manner that reflects favorably and professionally towards yourself, TRSAR and the GCSO.
- C. Members shall comply with traffic regulations while engaged in official TRSAR activities, whether operating personal or squad vehicles.
- D. Members are allowed to carry firearms for personal protection while on missions, trainings, meetings, public relation events or other squad functions.
 - 1. The member notify the on-scene GCSO representative and on-scene TRSAR Commander that they are armed.
- E. Members are expected to display a cooperative and supportive attitude towards all personnel and/or agencies involved in the mission, training, meeting, public relation event or other squad function.
- F. Members are expected to respect and to follow directions of those in command or authority.
- G. Members are expected to adhere to and follow the established chain of command.

- H. No alcoholic beverages and/or recreational drugs shall be consumed during any squad mission, training or meeting.
 - 1. Exceptions to this may be granted for special functions.
 - a. However, while in uniform TRSAR members shall not be in an apparent state of intoxication.
- I. Members shall not attend or participate in any squad mission, training, meeting, public relation event, or other squad function under the influence of drugs and/or alcohol..
- J. Members uniforms shall be in good repair and clean.

SECTION III: CODE OF CONDUCT VIOLATIONS:

- A. The following is a list of behaviors or actions which could be considered a violation of the TRSAR Code of Conduct and could be subject the member to corrective action up to and including termination from the squad:
 - 1. Fighting, abusive, disrespectful or threatening conduct or speech towards any member, individual we serve or individual involved in a mission, training, meeting, public relations event, or other squad function.
 - 2. Theft, unauthorized removal, wrongful possession or deliberate destruction of property, equipment or possessions belonging to another member, TRSAR, GCSO or individuals we serve or work with.
 - 3. Unlawful manufacture, distribution, dispensation, possession, sale, purchase, or use of illegal drugs, or controlled substances.
 - 4. Insubordination or refusal to follow directions.
 - 5. Willfully or knowingly failure to follow safety rules and practices.
 - 6. Deliberate, falsification or alteration of any official documents, forms, reports, records, or statements.
 - 7. Willfully or knowingly disseminating malicious or false information.
 - 8. Disclosure of confidential and/or personal information about members.
 - 9. Engaging in improper behavior, actions, or communication such as to be considered harassing, offensive, demeaning, insulting, defaming or intimidating, or sexually harassing.
 - 10. Engaging in inappropriate and/or intentional behavior and/or actions that result in the injury of others.
 - 11. Conviction of a Felony, DUI, or suspension of the members Driver's license.
 - 12. Failure to comply with TRSAR By-Laws, policies, procedures, guidelines and/or directives of the GCSO.
- B. It is impossible to compile a list of all the violations and/or actions that could be subject to disciplinary or corrective action, however, the list above is examples of the

types of behavior or actions that will not be permitted or tolerated, and that could be subject to disciplinary or corrective action, but is not to be considered as an all inclusive list.

- C. TRSAR reserves the right to take action, or not to take action, or to increase or decrease the penalties for any offenses for reasons which, in the boards judgment, are appropriately considered.

SECTION IV: GENERAL

- A. Any questions in connection with this policy should be directed to the board.