



VOLUNTEER RULES OF CONDUCT AND GOVERNMENT CODE, SECTION 19572

As a public service department, there are established rules of conduct, which apply to all Volunteers. These rules are based on the minimum acceptable standards of good behavior. Each company member will read and sign the Rules of Conduct and Government Code, Section 19572 form. The forms will be kept in their official personnel file (OPF). In the event a company member fails to meet the established rules of conduct and Government Code, Section 199572, corrective action will be taken as outlined in the Santa Cruz County Fire Department Volunteer Handbook.

RULES OF CONDUCT

1. Be courteous to the public and other agency personnel.
2. Follow chain of command. Avoid arguments at emergency scenes.
3. Horseplay during fire company operations will not be tolerated.
4. No member shall be under the influence of ANY intoxicating substance, legal or illegal, while representing County Fire.
5. Complete all fire company operations in a safe and professional manner.
6. Comply with reasonable directions and orders from appropriate supervisors of
7. CAL FIRE, County Fire, and Volunteer Company Officers.
8. Do not misuse any fire equipment, supplies, or funds.
9. Comply with County Fire safety rules and regulations.
10. No member shall accept any rewards, gifts tips, gratuity, or fee from any source for service rendered in the performance of duty, except as authorized by the Chief of the Department.
11. May not use the name of the Department, badge, ID card, uniform, or equipment for personal gain or influence.
12. Gambling, liquor, drugs, controlled substances, or firearms are not permitted in any capacity in any fire station or on the grounds of same, nor are they permitted on any Department vehicle.
13. Only authorized members may ride on Department apparatus.
14. Each member shall comply with County Fire policies, rules, and regulations and all County, State and Federal laws. Failure to do so may result in dismissal from County Fire.

In addition to the Rules of Conduct a member is subject to Corrective Action for any of the following violations, which listed, in part, in the Government Code, Section 19572:

- a. Fraud in securing appointment
- b. Incompetence
- c. Inefficiency
- d. Inexcusable neglect of duty
- e. Insubordination
- f. Dishonesty
- g. Drunkenness on duty
- h. Intemperance
- i. Addiction to the use of narcotics or habit-forming drugs

- j. Inexcusable absence without leave
- k. Conviction of a felony or conviction of a misdemeanor involving moral turpitude. A plea or verdict of guilty, or a conviction following a plea of “nolo contendere”, to charge of a felony or any offense involving moral turpitude is deemed to be a conviction within the meaning of this section.
- l. Discourteous treatment of the public or other employees.
- m. Improper political activity
- n. Willful disobedience
- o. Misuse of State or County property
- p. Other failure of good behavior either during or outside of duty hours which is of such a nature that is causes discredit to his/her membership therein.
- r. Unlawful discrimination, including harassment, on the basis of race, religious creed, color, national origin, ancestry, physical handicap, marital status, sex, or age, against the public or other employees while action in the capacity of a state or county employee/member.
- s. Unlawful retaliation against any other state officer or employee or member of the public who in good faith reports, discloses, divulges, or otherwise brings to the attention of the Attorney General or any other appropriate authority, any facts or information relative to actual or suspected violation of any law of this state or the United States occurring on the job or directly related thereto.

Volunteer Name: *(printed)* _____

Volunteer Signature: _____

Date Signed: _____