

SPRINGFIELD FIRE DEPARTMENT

Series 200

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CODE OF ETHICS

The proper operation of democratic government requires that public employees be independent, impartial, and responsible to the citizens of Springfield; that government decisions and policy be made in the proper channels of the governmental structure; that public office not be used for personal gain, and that the public have confidence in the integrity of its government.

CODE OF CONDUCT

Members of the Springfield Fire Department shall maintain conduct free from impropriety. Personal behavior both on and off duty shall not bring discredit to the department or the city.

Members will obey all laws of the jurisdiction in which they find themselves. Federal, state, and local laws apply. An arrest shall be construed as a violation of the policy and conviction as violation of this section.

DISORDERLY CONDUCT

Conduct, while on duty, or off, which is detrimental to the fire service, or may bring public reproach or discredit upon the department shall not be tolerated by any member.

COWARDICE

Members of the department are required to discharge their duties with coolness and firmness. In time of extreme peril, they shall act together, assist, and protect each other in the restoration of peace and order.

INSUBORDINATION OR DISRESPECT

Members of the department shall treat their supervising officers with courtesy and respect.

The order of a supervisor shall be obeyed whether verbal, written, or communicated through another person. Any disagreement with the order may be directed through the proper chain of command after completion of the assignment.

Insubordination will not be tolerated.

INCOMPETENCE

Members shall maintain sufficient competency to properly perform their duties in a manner, which will tend to establish and maintain the highest standard of efficiency in carrying out functions and objectives of the department.

Incompetence may be demonstrated by:

- A lack of knowledge of the application of laws required to be enforced and complied with;
- An unwillingness or inability to perform assigned tasks;
- Failure to conform to work standards established for the member;
- Failure to take appropriate action on the occasion of a fire, medical emergency, or other condition deserving fire attention; or
- Unnecessary absence from an assigned area during a tour of duty.

In addition to the above, the following will be considered to be prima facie evidence of incompetence:

- Repeated poor evaluations; or
- A written record of repeated infractions of the department's rules, policy and procedures, manuals, or directives.

UNTRUTHFULNESS

Untruthfulness is a grave disqualification for the fire service. Members are required to speak the truth at all times, whether under oath or otherwise. In cases where they are not permitted by policy and procedure to divulge facts within their knowledge, they shall say nothing.

SLEEPING WHILE ON DUTY

Sleeping on duty when it is not authorized is prohibited.

ACCEPTING OR SOLICITING A BRIBE

Members shall not use their position, identification, or uniform for the purpose of misleading citizens, obtaining privileges, discounts, or free food

No member may solicit any business or citizen for contributions of any kind while acting in the capacity of a member of this department without the expressed permission of the fire chief.

Gratuities shall not be accepted unless it is something that can be shared with others or is offered to the whole department. In no case shall money be accepted.

PROFANITY AND LANGUAGE

Profanity and vulgar language is specifically prohibited in the presence of citizens, on the radio, and in the office.

Members of the department shall not engage in political or religious discussion to the detriment of the department. They shall not speak in a derogatory manner of the nationality, color, race, or the religion of any person.

POLITICS

No member shall, as a member of Springfield Fire Department or by using the uniform, attempt to influence the vote of any person for or against any candidate for public office.

No solicitations or distribution of campaign literature for or against any candidate for public office shall be permitted by members of the department while on duty, in uniform, or representing themselves as representatives of the department.

ASSOCIATION WITH UNDESIRABLES

Members shall avoid regular or continual associations or dealings with persons whom they know or should know are racketeers, sexual offenders, suspected felons, persons under criminal investigation, or criminal indictment, or who have a reputation in the community for present involvement in felonious or criminal behavior. Except as necessary to the performance of official duties or when unavoidable because of other personal relationships of the members.

Members shall not visit any illegal establishment or remain in any establishment where illegal activity is taking place.