



Dothan Fire Department POLICY	
Policy Name:	Conduct and Ethical Standards
Policy Number:	7
Standard:	TBD
Implementation Date:	July 14, 2017
Date of Last Revision:	March 1, 2021
Authority:	Larry H. Williams, Jr, Fire Chief

I. PURPOSE

The citizens of Dothan expect every member of the Dothan Fire Department to operate in a highly self-disciplined manner. Members are responsible for managing/regulating their own conduct in a positive, mature, and ethical manner while employed with our Department. Failure to do so will result in disciplinary action ranging from counseling to dismissal. This policy describes the conduct and ethical standards that **all** members are required to follow at **all** times as outlined in the “Dothan Fire Department Way” Handbook.

II. POLICY

ALL MEMBERS SHALL:

- Follow all Guidelines, Policies, and verbal and written directives of both the Dothan Fire Department and the City of Dothan.
- Be familiar with and follow the Dothan Fire Department Chain of Command at all times.
- Use their training and capabilities to protect the public at all times.
- Work competently in their positions to cause all department programs to operate effectively.
- Always conduct themselves in a manner that reflects positively on the Department.
- Supervisors will manage in an effective, considerate manner; subordinates will follow instructions in a positive, cooperative manner.
- Always conduct themselves in a manner that creates good order inside the Department.
- Keep themselves informed to do their jobs effectively.
- Be concerned and protective of each member's welfare.
- Operate safely and use good judgment.
- Keep themselves physically fit.
- Observe the work hours of their position.
- Obey the law.
- Be careful of Department equipment and property.
- Immediately report to their supervisor any damaged equipment or property or accidents involving such equipment or property.

MEMBERS SHALL NOT:

- Engage in any activity that is detrimental to the Department.
- Engage in a conflict of interest to the Department or use their position with the Department for personal gain or influence.
- Fight.
- Abuse their sick leave.
- Steal.
- Use alcoholic beverages, debilitating drugs, or any substance which could impair their physical or mental capacities while on duty.
- Engage in any sexual activity while on duty.

III. RESERVATION OF AUTHORITY

The Fire Chief reserves the authority to amend, modify, or change this policy.

IV. APPROVAL AND EFFECTIVE DATE

This policy is adopted and approved on this 1st day of March, 2021.

(Signature On File)

Larry H. Williams, Jr.

Fire Chief

DOTHAN FIRE DEPARTMENT