

	West Fargo Fire & Rescue Policy and Procedure			Authorized by: D. Fuller Fire Chief
	Subject: CONDUCT			
	Section: ADMIN	Date Authorized: 8/5/2015	Date Reviewed: 11/1/2017	
	Number: 103			

Intent

The intent of this policy is to establish expectations of conduct at the fire department

Policy

- Any member may be summarily suspended the Fire Chief, or an Assistant Chief for flagrant violations of any of the rules and regulations or other orders of the department. Such suspensions shall be reported to the chief immediately and followed with a detailed written report.
- In all matters of general conduct not specifically covered by these rules and regulations, all members shall be governed by the ordinary rules of good behavior observed by law abiding self-respecting citizens, and shall be subject to disciplinary action for conduct on or off duty tending to bring reproach or unfavorable reflections upon the department.
- Members may wear apparel that identifies them as members of the department in public places, but shall conduct themselves in a manner as not to discredit the City of West Fargo or the West Fargo Fire Department.
- Charges preferred against any member shall be made in writing, stating the nature of the alleged offense and contain specific acts or circumstances upon which they are based. Charges preferred against a member shall be submitted as soon as practical after the alleged offense was committed.
- Offenses:
 1. Insubordination.
 2. Being under the influence of alcohol or controlled substances while on duty.
 3. Disrespect or abuse toward another member.
 4. Conduct unbecoming a member of the West Fargo Fire Department.
 5. Conduct prejudicial to good order.
 6. Refusing or neglecting duty.
 7. Incompetence.
 8. Any other serious violation of the rules and regulations of the department.
- Penalties: members found guilty of violations of the rules and regulations or orders of the department are subject to reprimand, suspension, demotion, loss of privileges, or dismissal from the department.

It is the duty of all officers to see that these rules and regulations are strictly enforced.