

**CODE OF CONDUCT FOR MEMBERS  
OF THE  
FREMONT COUNTY SEARCH & RESCUE ORGANIZATION**

**PREAMBLE**

The Code of Conduct of the Fremont County Search & Rescue is established by the common consent of its members and approved by the Board of Directors as a means to foster professionalism within the Organization, as well as maintain and protect the credibility of the Organization as a working organization in charge of any search and rescue activity within Fremont County Idaho under authorization of the Sheriff of Fremont County Idaho.

**PREFACE**

**Mandatory Compliance**

As a condition of membership, each member of the organization will be a signatory party to this Code of Conduct, and shall hereby enter into a covenant to comply with provisions described within the Code. The Code shall be all-inclusive to all members of the organization, i.e.; Active Members and Honorary Members shall be considered signatory parties to this Code of Conduct.

**Withdrawal from Covenants**

A member may only withdraw from this covenant and its provisions by forfeiture, i.e., the voluntary or involuntary termination of their membership in the Organization.

**Disciplinary Action**

Failure to comply with the provisions of this Code will result in disciplinary action by the Board of Directors. Disciplinary actions may include, but are not limited to, removal from officer or appointed position, a probationary restriction, termination of membership, and/or legal action where appropriate.

**PROVISIONS**

**Compliance with Non Discrimination**

Each member will provide Service regardless of the race, creed or nationality of the recipients and without adverse distinction of any kind.

**Compliance with non political or religious views**

Fremont County Search & Rescue will not be used to further a particular political or religious standpoint.

**Compliance with members interpersonal actions**

Members will treat each other with mutual respect and not indulge in gossiping, and sewing of discord between the other members of the organization. Nor will members engage in conflict that will have a negative impact on Fremont County Search & Rescue.

### **Compliance with Subordination**

This is a working unit. There is no room for a member to just be part of the unit and not be useful. Member will be getting in there and getting their hands dirty. If given an assignment each member will get to the task at hand and finish it proficiently in a timely manner. If a member is not here to pull his or her weight and be a working member then there is no reason for them to be part of the unit. If a member is not able to search, they had better find a niche they can do to be beneficial to the unit. Laziness and/or Insubordination will not be tolerated.

### **Compliance with Law**

Each member will conduct their external business affairs in a manner prescribed by their local city laws, Fremont County laws, Idaho State laws, and Federal laws and/or regulations.

Membership can be terminated for damaging behavior, which includes but is not limited to: sexual harassment and/or inappropriate language.

Serious Violations shall include, **but not limited to** the following:

Capital Murder, Voluntary Manslaughter, Rape, Child abuse, Child endangerment, Child pornography, Domestic Battery, Illegal Possession of a controlled substance, Theft, Burglary, Embezzlement, Adultery, Poaching a game animal, Operating a vehicle under the influence, or while license is suspended, or registration is expired, or the vehicle not legally insured in route to or on a search.

### **Compliance with Standards**

Each member will comply with recognized and accepted standards governing search and rescue training and operations.

### **Compliance with Official Call Out**

All official Search & Rescue Call Outs must first be reported to the Sheriff's Dispatch and they will initiate the Call Out Procedure.

No Fremont County Search & Rescue member will initiate a search knowingly using a false claim of a missing individual.

### **Misrepresentation Prohibited**

No Fremont County Search & Rescue member will intentionally misrepresent:

Their operational capability: Medical training, ability to ride a Snowmobile or ATV in the back country, Boating ability, Knowledge of proper use of equipment, etc.

The purpose, objectives, or goals of the Fremont County Search and Rescue.

Falsely impersonating a Fremont County Search & Rescue member, Officer, Director, or any other person with the intent to mislead or cause harm to others is forbidden.

### **Emergency Response**

When responding to an Official Search or Rescue call out, all Fremont County Search & Rescue members, shall do so in a manner that they can maintain the control of their vehicle and not create hazards for other drivers or the general public. Search members are not allowed to run code or exceed the speed limit without specific request from the Sheriff's Office.

## **Professional Conduct**

Each Fremont County Search & Rescue member will conduct himself/herself, while on official Search & Rescue business and in their everyday life, in a manner that will maintain the unit's reputation and credibility and the confidence, respect and support of the public.

Members and officers of the organization while displaying Fremont County Search & Rescue on clothing apparel or on your vehicle shall not:

Consume or be in possession of an Illegal Substance

Appear in a state of intoxication.

## **Confidentiality Rules:**

All meetings, searches and cases will have some element of confidential information. Any information shared in regards to situations pertaining to a missing person case will be confidential. This information must be protected and not shared with the general public. "When in doubt, say nothing." Members do not share sensitive information that may compromise a case with anyone outside of Fremont County Search & Rescue and law enforcement.

The Unit cautions members against giving out personal identity information (such as social security numbers, names, addresses, and driver license numbers) which may be used for illegal or harmful purposes. If someone is requesting this information refer them to the Commander or the member in charge of the search.

## **Media Relations**

Press releases shall be handled by the scribe or another member appointed by the Commander. No press release shall be sent to any media entity without prior proofreading and approval of the Commander or the member who ran the search that the release was created for. No member shall "Tip" the media without permission of the Commander or the member in charge of the search.

## **Compliance with Governing Documents**

This Code of Conduct complements, and is in compliance with, provisions of the organizations ByLaws, specifically Article III Section 1, 1. d., Section 2. 1. a., Section 5. 1. a., and Section 8.

## **Consequence for violation of the Code of Conduct**

Members charged with serious violations shall be placed on a non-active leave of absence until charges are resolved. If convicted of a serious violation the member will be terminated as a member of the organization.

If a member is determined intoxicated by one or more members. The reporting member(s) shall present verbal statement to a Member of the Board stating facts of the violation. The reporting member(s) shall then give the Board a written statement for filing. (A member may be deemed intoxicated to the degree that normal actions or personality is affected; that the member is endangering themselves or other persons in the immediate area; or the member is causing discredit to the organization.)

Violations of the Code of Conduct will be subject to disciplinary actions, which shall take the form of verbal or written reprimand, or termination of membership. Action taken will depend on the degree of the offense, the record of the offender and the seriousness of the violation. This will be determined by the Commander and the Board of Directors.

It shall be the duty of the Commander and the Board of Directors to take proper corrective action whenever they, through personal observation or report, learn of the violation of this code. When the violation is determined to be of a serious nature, gross misconduct, or involves immorality which might cast discredit upon the organization or any member thereof; a report shall be made in writing setting out the known facts of the case and an investigation initiated to determine the nature and degree of the offense. Investigation may be initiated by the Commander or the Board of Directors.

Minor infractions which do not involve immorality and which will not reflect discredit upon the organization, but indicates a need for tightening of discipline and/or training may be handled by the Commander or by a Director, whoever detects or observes said violation. It is not required that the entire Board of Directors need to review these actions but the Commander should be made aware.

**The following discipline will be administered for violations of the Code of Conduct: (depending on the seriousness of the charge, determined by the Commander and the Board of Directors, serious criminal violations could result in immediate termination from the organization).**

**First Offense:** Verbal warning will be given.

**Second Offense:** Written reprimand and removal from office or appointed position.

**Third Offense:** Permanent termination from the organization.

Violations and disciplinary actions will be documented in writing and a copy placed in the member's permanent file.

**Fremont County Search & Rescue** reserves the right to amend or change the Code of Conduct at any time without notice. You (As a member) agree to periodically review this document to ensure you are doing your part.

**Fremont County Search & Rescue is not obligated to send Members a warning before adding or deleting any contents.**

**As of the 4th day of January 2017, we certify this as the original and that all interpretations and rulings will be made with this document. All other predated documents are hereby null and void.**