

PROBATIONARY RULES OF CONDUCT

Welcome to the Noroton Fire Department ("NFD".) Congratulations on your appointment to Probationary Membership. Your Probationary Membership continues a tradition of volunteer fire/rescue services the NFD has provided to the citizens of Darien since 1896.

To enhance your early experience with your brother members of the NFD and to support your success during your probationary period, we provide you with this outline of basic Rules of Conduct.

The following are fundamental behavioral expectations of you as a Probationary Member. Your understanding and behavior consistent with these expectations will result in the most productive and enjoyable experience as a member of NFD. Appointment to full active membership is contingent upon your ability to successfully function according to:

1. These Rules of Conduct,
2. NFD's By-Laws and
3. NFD's Standard Operating Procedures.

Any willful breach of these rules may subject you to disciplinary action up to and including expulsion from the NFD.

Your first step is to read and sign these Probationary Rules of Conduct confirming your understanding the following points:

1. Understand that NFD's first mission is the provision of high quality fire/rescue services to the citizens of Darien;
2. Conduct yourself in the knowledge that you are a representative of NFD and that your behavior while on NFD business or while wearing NFD apparel reflects upon all members and NFD's reputation. Any behavior inconsistent with the best traditions or rules of NFD or our provision of safe, competent and professional fire/rescue services will be promptly addressed;
3. Take initiative to learn the location and safe application of department equipment. It is expected that you will ask questions, seek help and depend on your officers and fellow members to assist in your learning;
4. Complete your primary study and sign-off of the **Noroton Fire Department Probationary Member Knowledge Guide;**
5. Safety is the first priority of NFD members. Any willful conduct that compromises your own safety or the safety of other members while on department business will be immediately addressed through disciplinary action. Immediately report to any officer conduct you observe that exposes you or other members to unsafe situations.
6. Attend and participate in alarms, training exercises, and NFD fundraising events as prescribed.
7. As a Probationary Member, you are responsible to see that all NFD apparatus are clean and presentable at all times.

8. Understand the chain of command, and conduct yourself in a respectful manner reflecting your understanding of the chain of command.

The Chain of Command is the fundamental mechanism of organizational authority, responsibility and effectiveness within NFD. It organizes us as an effective fire/rescue unit, and facilitates our execution of duties as individuals and collectively as an organization.

9. Willful disregard for or disrespect of the Chain of Command or any officer in the Chain of Command will subject you to immediate disciplinary action;
10. You will not take for your personal use any departmental property without the expressed permission of an officer;
11. Under no circumstances are you to respond to an alarm, attend training or participate in any NFD-related event/function while using or being under the influence of drugs or alcohol. Be on notice that NFD will have ZERO tolerance for this and any offense during your probationary period will result in immediate suspension, possible expulsion and exposure to criminal action;
12. Response to alarms, or other department activities during your normal school hours is discouraged. NFD neither expects, nor condones any NFD-related activity to the extent it interferes with school/study-related responsibilities. The exceptions include confirmed structure fires and confirmed extrications. Any activity to the contrary requires specific written parental/guardian permission.
13. Operating your personal vehicle with responding to an alarm or on any department business will be consistent with ***all traffic laws***. Under no circumstances are you to exceed posted speed limits or ignore normal traffic patterns and signals. Any violation of this article will result in immediate suspension, possible expulsion and exposure to criminal action.
14. Professional and courteous conduct is expected of all Junior Members at all times. This is especially the case when dealing with members of the public.

I, _____ hereby acknowledge that I have read and understand this Code of Conduct. I fully accept these responsibilities as a condition of my Probationary Membership.

Signature: _____ Date: _____

Officer Signature: _____ Date: _____