



MASSASAUGA Search and Rescue Team, Inc.

P.O. Box 24751
Rochester, New York 14624



To Activate Team, call Monroe County 911 Center
If calling from outside Monroe County: (585) 528-2222

Massasauga Search and Rescue Team Code of Conduct and Expectations Policy

The following represents the philosophy and conduct standards for the Massasauga Search and Rescue Team, Inc. The basis for these regulations is the following policy:

Members of Massasauga Search and Rescue Team, Inc. (MSART) are to uphold the mission of the organization by assisting and aiding duly constituted law enforcement agencies or private citizens in search and rescue operations. Members must be professional and courteous in their interactions with the public, law enforcement personnel, and with each other. Members of MSART represent the organization and are expected to reflect a professional image at all times. They are expected to conduct themselves with the highest degree of ethical behavior and integrity.

All members of MSART are expected to operate in accordance with the bylaws and policies of the organization. Failure to do so may result in disciplinary action.

Expectations:

1. Members shall operate in a manner that creates good order both inside and outside the Corporation.
 - a) Any act or violation that calls to question the integrity of a member shall be viewed seriously, and dealt with appropriately.
 - b) Conduct unbecoming of a member shall include that which brings MSART into disrepute, or reflects discredit upon the Corporation, or that which impairs the operation, efficiency, or safety of the Corporation or members of the Corporation, or that which violates the mission of the organization.
2. All MSART members shall use proper and good judgment. Members are expected to obey all laws and be responsible with team equipment and property. Member must return any team issued equipment upon the request of the Board of Directors. Members who leave the team, for any reason, must return within two weeks of leaving all team issued equipment and shall be responsible for any damage due to negligence.
3. MSART members are expected to conduct themselves in a professional manner while in uniform or any other clothing that identifies the Massasauga Search and Rescue Team, Inc.

- a) MSART members shall not consume alcoholic beverages, debilitating drugs, or any other substances which could impair their physical or mental capacities to affect their duties during any training exercise or search.
 - b) Appropriate exceptions may be made at approved team functions. Public intoxication or inappropriate behavior while in uniform is unacceptable and will be subject to disciplinary action.
- 4. Members of MSART shall not knowingly or intentionally make or cause to be made, a false report in connection with the Corporation. This includes publicly criticizing or ridiculing the Corporation, its policies or other team members by speech, writing, or other expression which are defamatory, false, obscene, unlawful, or which undermine the effectiveness of the Corporation.
- 5. MSART members are expected to be reasonable and fair in their expectations of each other and resolve any conflict in a mature and professional manner.
- 6. All complaints must be submitted to the President in writing. Written allegations of violation of the Code of Conduct will be directed to the President. If the President is unable to resolve the complaint or if disciplinary action seems warranted, he/she shall inform the Board of Directors. If the written complaint alleges that an officer is in violation of the Code of Conduct, the complaint shall be forwarded to another Board of Directors member.
- 7. This policy is not all-inclusive; the Corporation reserves the right to add, delete, or change the policy as needed by a majority vote of its members in good standing. This will maintain the integrity of the Code of Conduct and Expectations of Massasauga Search and Rescue Team, Inc.
 - a) All MSART members are expected to be aware of, and act in compliance with, this Code and its related policies. Violation of these principles is a serious matter and will be dealt with as such by the Corporation. Any MSART member, who violates these requirements, including the obligation to report any knowledge of wrong doing, shall be subject to appropriate disciplinary action up to and including removal from the team.
 - b) All MSART members shall sign the Code of Conduct upon acceptance into the Massasauga Search and Rescue Team, Inc.
 - c) All members of MSART shall review and sign the Code of Conduct within (2) months following adoption of Code of Conduct policy by the Board of Directors. Any member that fails or refuses to sign the Code of Conduct policy will be asked to resign from the Corporation. If he/she does not resign, the corporation will follow the expulsion process described in the Corporation by-laws.



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I hereby acknowledge that I have received a copy of the Massasauga Search and Rescue Team Code of Conduct and Expectations Policy.

I acknowledge that as a team member, I am expected to be aware of an act in compliance with this code and its related policies. Violation of these principles is a serious matter and will be dealt with as such by the Corporation. I understand any team member who violates these requirements, including the obligation to report any knowledge of wrong doing, shall be subject to appropriate action up to and including removal.

I understand that if I fail or refuse to sign the Code of Conduct policy I will be asked to resign from the Massasauga Search and Rescue Team. If I do not resign, the Corporation will follow the removal process as described by the Corporation's by-laws.

Signed this _____ day of _____, 20____.

Signature:_____

Print Name:_____