

**PLANO FIRE-RESCUE ASSOCIATES, INC**  
**POLICIES & PROCEDURES**  
**Code of Ethics**

The following Code of Ethics is established to guide the conduct of members of PLANO FIRE-RESCUE ASSOCIATES, INC hereafter referred to as "PFRA". Violation of this Code of Ethics may be considered cause for termination of membership from PFRA. All PFRA members are required to comply with the PFRA Code of Ethics, including any amendments adopted during the entire term of their membership.

1. PFRA does not sanction and will not tolerate language or behavior of any form, which is or could be perceived as an attempt to slur, threaten, harass, or shame any person or the same in regard to race, color or national origin.
2. PFRA does not sanction and will not tolerate disruptive influences or behaviors from any member and expects members to adhere to human dignity by refraining from any harassment or discrimination. In doing so:
  - a. are expected to maintain high standards of personal conduct & conduct themselves in a courteous, professional, respectful and civil manner at all times;
  - b. inappropriate behavior or attitudes toward PFRA officers, members, Plano Fire-Rescue employees, or citizens in any setting will not be tolerated;
  - c. vulgar or obscene inappropriate language in any setting will not be tolerated;
  - d. are expected to work toward a constructive resolution of conflicts;
  - e. are expected to regard diversity as a resource that enriches the learning environment through sharing of different perspectives and ideas;
  - f. shall not interfere with the learning opportunities of other members;
  - g. emails are not the method of resolving complaints; complaints of this nature should be handled by requesting time at next PFRA Board meeting.
3. No PFRA member shall in any way misrepresent themselves as an officer, employee, or representative of Plano Fire-Rescue.
4. No PFRA member shall promote or represent themselves on behalf of PFRA for personal, political, or financial gain.
5. No PFRA member shall take photos at Plano Fire-Rescue emergency scenes, unless you obtain permission from the PFR officer in charge. Add'l photo standards in PFR SOP 433.0.
6. All clothing or items identifying PFRA or Plano Fire-Rescue department can only be purchased or worn by a member in good standing. Red PFRA shirts with your name or your name badge should be worn when volunteering for any PFR or PFRA event/activity.
7. Members are not allowed to use PFRA name or logo in any unauthorized or unsanctioned way without the approval of PFRA Board.
8. Members of PFRA shall be aware of the location and situation in which they wear clothing displaying the name, logo, or any reference to PFRA or Plano Fire-Rescue. Clothing bearing any of these referenced emblems shall not be worn in inappropriate places such as bars or clubs or while consuming alcohol.
9. Members are not permitted to use any PFRA member's personal information for their own personal benefit or for outside organizations, or share information including recordings of guest speakers, etc at PFRA meetings.
10. PFRA does not allow members or guests to bring alcoholic beverages or carry firearms or weapons to any meeting or event. A concealed or open carry permit is NO EXCEPTION.