



# TEXAS FIRE CHIEFS ASSOCIATION

*"Serving the leaders of the Texas fire service"*

[www.txfirechiefs.org](http://www.txfirechiefs.org)

## **Texas Fire Chiefs Association Code of Ethics**

The purpose of this TFCA Fire Service Professional Code of Ethics is to establish criteria that encourages personnel to promote a culture of ethical integrity and high standards of professionalism in our field. The broad scope of this recommended Code of Ethics is intended to mitigate and negate situations that may result in embarrassment and waning of public support for what has historically been a highly respected profession. As members of the TFCA, we share a responsibility to project an ethical character of professionalism, integrity, compassion, loyalty and honesty in all that we do, all of the time.

- Always conduct themselves, on and off duty, reflecting positively on self, family, and the TFCA.
- Accept responsibility for their actions and the consequences of their actions.
- Support the concept of fairness and the value of diverse thoughts and opinions.
- Avoid situations that would adversely affect the credibility or public perception of the TFCA or the fire and EMS service.
- Are truthful and honest at all times and report instances of cheating or other dishonest or unethical acts that compromise the integrity of the TFCA.
- Conduct personal affairs in a manner that does not improperly influence the performance of their duties or bring discredit to the TFCA.
- Are respectful and conscious of each member's safety and welfare.
- Recognize that they serve in a position of public trust that requires stewardship in the honest and efficient use of human resources, fiscal resources, and publicly owned resources and, therefore, must ensure those resources are protected from misuse and theft.
- Exercise professionalism, competence, respect, and loyalty in performing their duties
- Use information, confidential or otherwise, gained by their positions only to benefit those entrusted to serve.



- Avoid financial investments, outside employment, outside business interests, or activities that conflict with or are enhanced by their official positions or have the potential to create the perception of impropriety.
- Never use your position within the TFCA to propose or accept personal rewards, special privileges, benefits, advancement, honors, or gifts that may create a conflict of interest or the appearance thereof.
- Never discriminate on the basis of race, religion, color, creed, age, marital status, national origin, ancestry, gender, sexual preference, medical condition or disability.
- Never harass, intimidate, threaten, or bully in any manner fellow members of the TFCA, the fire and EMS service or the public, and stop and report the actions of others who engage in such behaviors.
- Refrain from endorsing commercial products through quotations, use of photographs, and testimonials for personal gain.
- Responsibly use social networking, electronic communications, or other media technology opportunities in a manner that does not discredit, dishonor, or embarrass the TFCA, the fire and EMS service, and the public. Understand that failure to resolve or report inappropriate use of media equates to condoning such behavior.





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**Violation of the TFCA Code of Ethics and Conduct may subject a member and/or an officer or employee to disciplinary action up to and including dismissal.**

Handling of Violations or Complaints: If a TFCA member believes that a breach of ethics has occurred, that member shall submit the details of the perceived breach, in writing, to an Officer or Board Member of the Association who will then notify the President. The President will convene a meeting of the Executive Committee, either in-person or via conference call, to present the complaint.

The TFCA Executive Committee will review the complaint(s) of violation(s) and contact the individual in question to enable them to respond, either in-person or via conference call, before making a final determination. Once the validity of the complaint has been assessed, the Executive Committee will make a recommendation, via majority vote, regarding the sanction(s) that should be administered. This recommendation will then be brought before the entire Board of Directors, either in-person or via conference call, where final disposition will take place via majority vote.

