

TEXAS A&M PUBLIC WORKS RESPONSE TEAM STANDARD OPERATION GUIDELINES

CODE OF CONDUCT

VOLUME 1

REFERENCE NO. 1-03

- 1.01 The conduct of personnel of the TX-PWRT is of high interest to the Texas Division of Emergency Management, the Texas A&M Extension Service, the Participating Organizations, and the jurisdiction receiving assistance.
- 1.02 These personnel are perceived as representatives of a well-organized, highly trained group of specialists who have been assembled to help communities in need of assistance. At the conclusion of a mission, TX-PWRT members must ensure that their performance has been positive, and that they will be remembered for the outstanding way they conducted themselves both socially and in the work environment.
- 1.03 As a general definition, a code of conduct consists of the rules of standards governing the demeanor of a person or the members of a profession.
- 1.04 Since each TX-PWRT member is a representative of their team and their Participating Organization, a violation of principles or adverse behavior demonstrated will be looked upon as unprofessional. Such behavior may discredit the good work that the resource completes and will reflect poorly on the entire team's performance, its Participating Organization and the TX-PWRT.
- 1.05 It is the responsibility of the Participating Organization to prepare its members before deployment regarding conduct expectations. Each deployed member is bound by a regulation regarding professional conduct established by his or her Participating Organization.
- 1.06 It is the responsibility of the TX-PWRT Director, Operations Chief, and Team Leaders to reinforce the Code of Conduct during all planning sessions, meetings and incident briefings and to monitor compliance. Any violation will be addressed and documented, with follow-up action taken by a TX-PWRT Task Force Leader, the Participating Organization, or TX-PWRT leadership, as appropriate.
- 1.07 It is expected that ethical conduct will always be demonstrated.
- 1.08 Members will strictly adhere to all state and federal laws and regulations, Texas A&M, TEEEX, and TDEM System policies and regulations, system member rules

and procedure, and DHS/FEMA policy regarding sexual harassment and equal opportunity for all persons regardless of race, color, religion, sex, national origin, age, disability, genetic information, or veteran status.

- 1.09 At no time during a mission will TX-PWRT members take personal advantage of any situation and/or opportunity that arises.
- 1.10 All members will be constantly aware that their personal appearance, dress, and demeanor are a direct reflection on the TX-PWRT, their Participating Organization and themselves. Personnel shall always present an image of professionalism, pride, and confidence by being properly and neatly attired. Any clothing or attire may not contain offensive language/graphics, or show support for any social, political, etc. cause.
- 1.11 It is the responsibility of each TX-PWRT member to abide by this Code of Conduct.
- 1.12 Issues to be considered: As a basic guide, TX-PWRT members will base all actions and decisions on the ethical, moral, and legal consequences of those actions. It is in this manner that positive and beneficial outcomes will prevail in all TX-PWRT events. Accordingly, TX-PWRT members will:
 - Remain cognizant of cultural issues including race, religion, gender, and nationality
 - Follow the direction of the Chain of Command
 - Abide by TX-PWRT policies regarding handling sensitive information
 - Follow prescribed TX-PWRT direction regarding dress code and personal protective equipment
 - Not possess or use alcohol or illegal drugs
 - Only procure equipment through appropriate channels
 - Not remove property from an operational work site for personal gain or accept gratuities
 - Demonstrate proper respect for public and private property
 - Demonstrate proper respect for other assigned personnel