



Joseph B Muhammad

Office of the **President**

International Association of Black Professional Fire Fighters

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Jeff Harris

RULES OF CONDUCT

To further this mission, certain standards shall govern the conduct of every member and employee of the International Association of Black Professional Fire Fighters (IABPFF). Violations of these same standards may constitute conduct unbecoming a member of the organization. Members who are in "good standing", which is defined by the Constitution, Bylaws, and the following Rules of Conduct Policy as adopted by the organization, may be permitted to participate in the business and organizational activities of the IABPFF.

POLICY – It is the policy of the IABPFF that all members and employees, in the performance of their duties, during official functions and/or involved in organizational activities, comply with the IABPFF Constitution, Bylaws, Policies and Rules of Conduct as herein stated, with the additions and amendments of these rules that may be promulgated, with all other orders and directives, either verbal or written, which may be issued by IABPFF authority. The violation of any rule of conduct, procedure or lawful order, whether written or verbal, may result in enforcement actions up to and including expulsion from the IABPFF.

CONDUCT UNBECOMING – Every member and employee shall conduct him/herself at all times, while representing the IABPFF or during IABPFF activities, in a manner which reflects most favorably on the organization. This pertains to the perceptions of fellow members, employees, and the public. Conduct unbecoming a member shall include that which tends to bring the IABPFF into disrepute, reflects discredit upon a representative of the IABPFF, or that which tends to impair the operation or efficiency of the organization, its members or employees.

COURTESY – Members and employees shall be courteous to fellow members, employees and the public. He/she shall be tactful, shall control his/her temper and exercise utmost patience and discretion, and shall not engage in hostile or combative discussions, even in the face of extreme provocation. While acting as a member or employee of the IABPFF, he/she shall not use coarse, violent, profane, or insolent language or gestures toward the public, fellow members, or employees. No expression of any prejudices or use of language which might be insulting or demeaning to the public, fellow members or employees concerning race, sex, religion, politics, national origin, sexual orientation, lifestyle, or similar personal characteristics will be tolerated. Accordingly, the IABPFF will not tolerate unlawful discrimination against or harassment of any of our employees, members or others present at our facilities by anyone, including any supervisor, co-worker, member, vendor, client, or customer of the IABPFF.

CRITICISM – Members and employees, in the course of organization duties and/or activities shall not criticize or ridicule the IABPFF or any other agency, by speech, in writing or by expression in any other manner, when such speech, writing or by expression is defamatory, obscene, unlawful, or exhibits a reckless disregard for truthfulness.

COMMUNICATION – Members and employees shall not address a public gathering, appear on a radio or television, utilize social medias, prepare any article for publication, and/or act as a correspondent to a newspaper or periodical as a representative of the IABPFF without permission of the IABPFF President or a person designated by the president.

PUBLIC TRUST – Members or volunteers shall not receive, seek, solicit or share in any fee, reward, or other reimbursement for the performance of his/her duties, (or for failure to perform duties) as a member of the organization that is not authorized by the IABPFF. He/she shall immediately report to the IABPFF President or a person designated by the president any offer or attempt to offer money, donations, gifts or other gratuities made in an effort to influence his/her conduct as an IABPFF member or volunteer.

LOBBYING – Members and employees shall refrain from lobbying the federal, state, or local legislature under the name of the International Association of Black Professional Fire Fighters, unless approved by the President or a person designated by the president.