

VIRGINIA STATE ANIMAL RESPONSE TEAM (VASART)

Activated Personnel Code of Conduct

Purpose: The purpose of this form is to detail the conduct expected of individuals volunteering under the auspices of VASART.

Individuals volunteering for activated by or representing VASART shall adhere to the following policies. All VASART members will sign this document to indicate that they understand and agree to abide by the codes identified within this document. Incident Commanders will have the authority to deactivate any activated VASART representative for behavior(s) that is contrary to the code of conduct based on their discretion:

1. Individuals shall project a professional manner and appearance while participating in any VASART-related activities. The following will not be tolerated while on site at a disaster, conference or other VASART activity:
 - a. Consumption of or imbibing of any substance that may alter mental, emotional or physical capacities and/or capabilities in such a way as to create an unsafe or unprofessional behavior and or an unsafe work environment.
 - b. Violation of any laws, most especially with respect to illegal drugs or illegal firearm usage and display.
 - c. Public outbursts, public derogatory remarks about other organizations or individuals.
 - d. Any behavior or language considered to be sexual harassment.
2. Individuals shall identify operations that are beyond their capabilities based on their experience, training and knowledge, and will provide and carry professional credentials during activation. Individuals shall observe all safety rules and regulations and be familiar with proper usage and operation of all equipment.
3. Individuals shall be expected to accept assignments and/or orders as directed by the supervising authority (ICS Incident Commander, local Emergency Manager or team leader) or, if required, make discretionary decisions based on appropriate intent and good judgment. Any discretionary actions being taken by any individual must be reported as appropriate.
4. Individuals, while representing VASART, will not otherwise participate in operations that serve to promote personal gains or ideologies.
5. Individuals shall not enter private properties to perform VASART duties without first seeking permission from the owner. In lieu of owner permission, individuals may enter private property with consent of supervising authority (e.g.,

local emergency manager or designee) or accompanied by a law enforcement escort.

6. Individuals shall remain in contact with the appropriate ICS authority, and confine their activities to the stated mission and directives of the Incident Action Plan.

7. All individuals shall wear current identification, preferably VASART or CART badge, while on site for a disaster.

8. Individuals will be required to document or participate in documentation associated with a deployment in a timely manner, and submit documentation to commander.

9. Individuals shall not transport animals to facilities other than the ones that have been assigned by the supervising authority without permission from the supervising authority.

10. Individuals shall refrain from taking photographs out of respect for the privacy of the owner. Any photos that are made will not be used for public display without the expressed written permission of the owner.

11. In situations in which an animal(s) is rescued and transported from a property without prior permission, individuals participating in such rescue must leave notification of the removal of the animal or disturbance of the property on the property in the most visible area possible.

12. Individuals shall not accept personal gratuities. All personal donations shall be directed to the VASART Treasurer.

SIGNATURE AND DATE BELOW:

Name: _____

Date: _____

SART REPRESENTATIVES SIGNATURE AND DATE BELOW:

Name: _____

Date: _____

Document last updated: December, 2019