

Standards of Conduct and Safety
Signature Page For
Lands End Fire Protection District

This organization will make every effort to provide safe working conditions for the members of this organization and to observe government and organization adopted safety regulation.

No one will knowingly be required to work in an unsafe manner or environment except those normally encountered in this profession and then all means will be taken to prevent accident or injury.

Safety is each member's responsibility and it is imperative that each member follow safety guidelines and practices.

Members must be aware of their responsibilities to the organization and their fellow members.

Any complaint in writing, presented to a Board Member, against any member for abuse of safety standards or reckless conduct may be brought before the organizations grievance committee and disciplinary action may be brought against that member.

The S.O.P.'s and other standards and policies contained within this manual must be followed to the best of everyone's ability. Failure to do so may result in disciplinary action and/or partial loss of Workers Compensation benefits if injured due to a safety rule violation.

This set of Standard Operating Procedures and the individual policies therein do not constitute an employment contract, agreement, or guarantee of continued employment. The District reserves the right to change any of the policies in this handbook at any time, without prior notice, as well as the right to interpret their meaning, purpose, and effect.

“AT-WILL” POLICY STATEMENT:

Employment with the District is “at will”. Any employee may be terminated with or without cause, a statement of reasons, or a hearing, just as any employee may resign at any time, for any reason. Nothing in this handbook is intended to modify the District's at-will employment policy.

I, _____, have received a copy of the Organization's Standard Operating Procedures, Safety Policy.

Members Signature: _____ Date: _____