

**Bethel Fire Department**  
**Employee Character - SOP**

**A-004**

**Purpose and Policy:**

The Bethel Fire Department must function in a wide variety of environments and is always in the public's eye. The team concept of this department leaves no room for members that cannot be trusted in any scenario, under any circumstances, and at any moment and, as such, cannot afford the time it would take to ascertain which members are responding, who gets along with whom, and how the public feels when knowing that the person in the bunker suit is someone they cannot trust in their homes, around their family members, or with their emotions on the worst day of their lives. As such, it is critical that all members be of good, trustworthy, and proven integrity. As such, the following Standard Operating Procedure, not a guideline, is now in full force.

**Requirements:**

1. All new employees will be background checked and all references verified prior to interviews and hiring.
2. Any member coming under investigation for any crime of violence, terroristic acts, theft of property, sex offences, arson, DUI/DWI, or any other activity considered inappropriate of a criminal felony nature will be placed on suspension until the results of the investigation is concluded.
3. Any member who is convicted, or pleads guilty, of the above crimes will be dismissed immediately.
4. Any member already on parole who has conditions limiting their time, where they can go, or who they can have contact with will not be counted as attending any event where a conflict occurs or can occur. This department will not be responsible for these violations should they occur.

**Final Intent:**

This policy is intended to inform the company of the action this department will take for any such offense(s) as listed above. No exemptions or conditions are possible.

Approved: \_\_\_\_\_ Date \_\_\_\_\_

Printed Name: \_\_\_\_\_