

## City of Walnut Creek CERT Code Of Conduct

1. CERT members will follow the Incident Command Structure (ICS) Chain of Command at all times.
2. CERT members will conduct themselves with professionalism, act responsibly, and partake of no alcohol or illegal drugs while participating in CERT activities.
3. CERT members will only undertake activities that are within the scope of their training, within their physical capabilities, and will not take risks likely to cause injury to themselves or others.
4. Use of, or carrying of, firearms or any other weapons is strictly prohibited by CERT members during CERT activities.
5. Equipment and emergency gear issued to CERT members must be maintained in good working condition, and stored in a place that will prevent items from being used by unauthorized persons.
6. CERT members will not use their membership in this program to gain favors, preferential treatment, receive compensation for any services rendered prior to and during their time of mobilization, or to influence others for any purpose other than emergency preparedness/response.
7. CERT members will not use their participation in CERT for business or personal benefit.
8. CERT members will protect the privacy and confidentiality of all sensitive, private, and personal information about the program and its members.
9. Sexual harassment (unwelcome or uninvited conduct or communication of a sexual nature as well as the display of sexually suggestive or other offensive materials) and other forms of discrimination, as defined by statutes, regulations, or laws are strictly prohibited by any member involved in CERT activities. The Walnut Creek CERT Program is committed to fair representation and will not discriminate on the basis of race, ethnicity, age, color, national origin, marital status, disability, gender identity, gender expression, color, religion, sexual orientation, geography or group affiliations.
10. CERT members will comply with the California Disaster Service Worker Volunteer Program which can provide workers' compensation insurance coverage and limited immunity from liability. The California Disaster Service Worker Volunteer Program Guidance states in part that Disaster Service Worker immunity from liability does not apply in cases of willful intent, unreasonable acts beyond the scope of training, or if a criminal act is committed.

All violations of the CERT Code of Conduct will be thoroughly investigated by the CERT Program Manager. Pending the outcome of the investigation, levels of correction action may include additional training or supervision, reassignment, suspension or termination.

I, \_\_\_\_\_, do hereby certify that I have read, understand and agree to abide by the above CERT Code of Conduct. I understand that failure on my part to comply with any of the rules could result in the termination of my volunteer service on the Community Emergency Response Team. I further understand that if I am removed from service, it is my responsibility to return all issued equipment and materials that I have received from the CERT program. If I fail or refuse to return the equipment or materials, I agree to pay the CERT Program for the cost to replace any items not returned.

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Member Signature  
Date

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CERT Program Manager/Designee  
Date