

Code of Conduct 21/03/2018 - LandSar Search Dogs



CODE OF CONDUCT

1) Introduction

This document outlines the policy, procedures, process and mechanisms for identifying a Code of Conduct which is acceptable to members of Land SAR Search Dogs

We expect the highest standards of personal and professional conduct, still allowing for free and open communication and constructive debate, where ideas and opinions are safely shared.

Member's behaviour reflects on the overall image of our group, it is therefore necessary for all members to maintain a high standard of personal and professional behaviour

The document is dated 21`March 2018, and is adapted from the Land SAR Code of Conduct (1 July 2008)

2) Intentions

LandSAR Search Dogs has developed this Code of Conduct to state the requirements of its members on the standards of behaviour essential for the efficient operation of its activities.

The purpose of this Policy is to:

- a. State to all LandSAR Search Dog members the standards of conduct required

- b. Clearly define breaches of the Code of Conduct and
- c. Describe the consequences of breaches of the Code of Conduct

3) Code of Conduct

Requirements of Members:

- a. Treat fellow members and other stakeholders with courtesy and respect including observing the rights to privacy and confidentiality.
- b. Respect the rights and property of fellow members.
- c. Ensure personal values do not influence decisions relating to others.
- d. Avoid behaviour that may cause distress or disrupt the group's core business of training dogs for Search and Rescue.
- e. Be honest when representing yourself to the stakeholders, general public or sponsors, as a member of LandSAR Dogs.
- f. Abide by the Wilderness and Avalanche Standards, in particular 7.1.1 Only Search Dog Teams who have met the Tracking or Area Search assessment standard and therefore certified as 'Operational' will be used in a SAR Op and in addition only approved avalanche search dog teams will be deployed in the event of an avalanche response.
- g. 'Operational' teams will only be used in a Non-SAR Op in the spirit of cooperation between LandSAR and NZ Police as defined in the Memorandum of Understanding. In considering a Member's willingness to assist in a Non-SAR Operation, assessment by the Member of the following decision criteria is required:
 - i. Is the work 'reasonably' aligned to the type of tasks that LandSAR undertakes? If 'no' then the deployment should not occur.
 - ii. Will the safety and welfare of members be adequately provided for in undertaking the work? If 'no' then the deployment should not occur
 - iii. Will member involvement in the work impact negatively on LandSAR's image or its ability to perform its core roles. If 'yes' then deployment should not occur.
- h. Maintain a positive environment at all LandSAR Search Dog events including but not limited to training and assessment camps, workshops and meetings such as AGMs

4) Defining Breaches of the Code of Conduct

A breach of the Code of Conduct includes but is not limited to:

- a. Unlawful discrimination, harassment (sexual, racial or otherwise) vilification, victimisation or bullying.
- b. Being in possession of unlawful drugs at a Land SAR Search Dog event.
- c. Consuming or being in possession (for consumption) of any intoxicating liquor at a LandSAR Search Dog event without the permission of the person in charge of the event at the time.
- d. Being under the influence of illegal drugs or intoxicating liquor while working / training/ driving.
- e. Unauthorized removal of LandSAR Search Dog property, from a Land SAR Search Dog event, possession of LandSAR Search Dog property without authorization, theft or other forms of dishonesty or criminal damage in connection with LandSAR Search Dog property, the property of another member or person.
- f. Disorderly conduct, practical jokes or horseplay which results or could have resulted in injury.
- g. Assaulting, fighting, threatening or intimidating another person at a LandSAR Search Dog event.
- h. Deliberately falsifying LandSAR Search Dog documentation in any way.
- i. Misrepresenting your role or handler status in LandSAR Search Dogs for any reason including acting as a spokesperson for LandSAR Search Dogs when not authorised to do so.
- j. Conduct which would bring Land SAR Search Dogs into disrepute.
- k. Breaching Land SAR Search Dogs or search subject confidentiality.
- l. Unsatisfactory attitude to co-members and Land SAR Search Dog stakeholders.
- m. Taking Non Operational dogs on any Operation (SAR or Non-SAR) or Avalanche callouts.

5) Consequences of Breaches of the Code of Conduct

Formal disciplinary action may be taken following investigation, adhering to the principles of natural justice, in relation to any member's actions or behaviour which may have breached the Code of Conduct. Remedies may include but not limited to suspension or expulsion of the Member concerned.

Dated 21/03/2018

The Secretary

S. Hunter