

# CAL FIRE Code of Conduct



The California Department of Forestry and Fire Protection serves and safeguards the people and protects the property and resources of California.

## THE 5 PRINCIPLES OF ETHICAL POWER FOR INDIVIDUALS

Who benefits from your decision?

- Citizens
- Department
- Unit/Program
- Divisions/Battalions
- Groups
- Individuals
- Leaders

## THE 5 PRINCIPLES OF ETHICAL POWER FOR INDIVIDUALS

**PURPOSE:** I see myself as being an ethically sound person. I let my conscience be my guide. No matter what happens, I am always able to face the mirror, look myself straight in the eye, and feel good about myself.

**PRIDE:** I feel good about myself. I don't need the acceptance of other people to feel important. A balanced self-esteem keeps my ego and my desire to be accepted from influencing my decisions.

**PATIENCE:** I believe that things will eventually work out well. I don't need everything to happen right now. I am at peace with what comes my way!

**PERSISTENCE:** I stick to my purpose, especially when it seems inconvenient to do so! My behavior is consistent with my intentions. As Churchill said, "Never! Never! Give Up!"

**PERSPECTIVE:** I take time to enter each day quietly in a mood of reflection. This helps me to see myself focused and allows me to listen to my inner self and to see things more clearly.

## ETHICS

*The Ethics Check*

**P - Policy**  
Will I be violating Department policy, procedures or guidelines?

**L - Legal**  
Is it legal?

**U - Universal**  
Is it balanced?  
Is it good for all or the majority?  
Is it fair to all concerned in the short term as well as the long term?  
Does it promote win-win-relationships?

**S - Self**  
How will it make me feel about myself?  
Will it make me proud?  
Would I feel good if my decision was published in the media?  
Would I feel good if my family knew about it?

**Ethics are the essence of your self-worth.**  
It affects:

How you present yourself  
How you are perceived  
How you are respected  
The measure of your character

## VISION

To be a leader in providing fire prevention and protection, emergency response, and natural resource protection services.

## VALUES

### SERVICE

- We are committed to the safety and well being of the public and our employees.
- We strive for excellence and professionalism.
- We maintain a can-do attitude and humility in the execution of our duties.

### COOPERATION

- We care about each other and our service to others, including cooperators, governing bodies, and the public.
- We build and maintain cooperative relationships across the State to benefit the public we serve.
- We allow every member of the Department a voice within a chain-of-command structure.

## VALUES

### PROTECTION

- We integrate resource management, fire protection, and fire prevention missions on behalf of the State and local communities.
- We strive to ensure a high level of environmental protection in all our programs and operations.

### ORGANIZATIONAL EXCELLENCE

- We value the diversity among our employees and the vital functions they perform to enhance our mission.
- We exhibit calm resilience and performance in the face of emergencies and disasters of any scale.
- We recognize the importance of clear and consistent communication.
- We embrace and support innovation.

## GUIDANCE MODEL

- Mission
- Strategic Objectives
- Policies
- Fire Plan
- Organizational Priorities
- Decision Making Priorities
- National, State, and Local Standards
- ISO Ratings

## STRATEGIC OBJECTIVES

### SERVE THE PEOPLE

CAL FIRE provides all-hazard emergency response—fire, medical, rescue, and disaster- to the public and provides leadership in the protection of life, property, and natural resources.

### PROTECT CALIFORNIA AND THE PUBLIC

CAL FIRE safeguards the public through: Engineering, research, development, and adoption of regulations; fire and life safety programs; fire prevention, law enforcement, and public information and education; resource protection; and emergency response.

### LIMIT IMPACTS AND ENHANCE CALIFORNIA'S RESOURCES

CAL FIRE limits the damage caused by fires, disasters, environmental degradation, and related emergencies by employing diverse yet complimentary efforts which include: Training California's fire service professionals; public education and prevention awareness; responsible stewardship of State forests; oversight of management activities on private lands; and emergency management.

### FOSTER COOPERATION

CAL FIRE's highly trained professionals and leaders cultivate mutually beneficial and cost effective relationships with all levels of government and the private sector to: Enhance the efficiency and effectiveness of public safety programs; mitigate emergencies in the urban, rural, and wildland areas of California; and ensure the sustainability of natural resources.

### INSTILL ORGANIZATIONAL EXCELLENCE

CAL FIRE promotes a culture of innovation, accountability, integrity, diversity, planning, workplace safety, and teamwork to foster an efficient and effective organizational environment.