

## **APP Code of Conduct**

It is the policy of the Association of Professional Patrollers (APP) that its members uphold the highest standards of ethical and professional behavior. To that end, the members shall dedicate themselves to carrying out the mission of this organization and shall:

1. Hold paramount the safety, health and welfare of the public and members in the performance of all duties.
2. Uphold and enhance personal and professional integrity, the dignity of the profession, and the organization.
3. Treat with respect and consideration all persons, regardless of race, religion, gender, sexual orientation, maternity, marital or family status, disability, age or national origin.
4. Engage in carrying out APP's mission in a professional manner demonstrating the highest standards of personal integrity.
5. Respect the structure and responsibilities of the Board of Directors, and uphold and implement policies adopted by the Board of Directors.
6. Respect and protect privileged information to which they have access in the course of their official duties.
7. Refrain from comments, either public or private, which cause, or have the potential to cause, harm to the reputation of other members and/or the organization.

### **Policy Violations and Disciplinary Actions**

8. To ensure the professionalism of the organization, consistent with our name, and the perception of the profession, violations of the policy are grounds for revocation or suspension of membership as defined below.
9. Disciplinary action shall be the duty of the Board of Directors and decisions shall be made by two thirds majority of all Board Members.

#### 10. Disciplinary Actions

##### A. Automatic Revocation of Membership:

- (1) A criminal conviction of a felony.
- (2) Any action that violates 1 above.
- (3) Use of alcohol or drugs while administering a test/evaluation  
(Note: This violates 1 above and the essence of professionalism.)

##### B. Lesser Infraction:

- (1) If a member violates any item 2 through 7 above, the Board will issue a letter of warning detailing the specifics of the violation. Such violation must have been observed by two or more members in good standing.
- (2) A second violation of any item 2 through 7 above observed by two or more members in good standing will result in an automatic suspension for one year from the date of the action.
- (3) A third violation of any item 2 through 7 above observed by two or more members in good standing will result in automatic revocation of membership.

##### C. Disputes Between Members:

- (1) Members are expected to resolve disputes in a professional manner between themselves or as a last resort by referring the dispute to the Board in writing. Members will receive the written resolution of the Board.
- (2) Failure to resolve the dispute or follow the written guidance of the Board will be considered a second violation under B(2).
- (3) Any repeat offense of a member under C will be handled under B(3). Members working together resolving differences is the essence of being a professional.