

# **United Storm Alliance: Public Code of Conduct:**

**Our purpose for utilizing this code of conduct is to emphasize and assure the Partner's expectation to be treated to fair business practices. This policy will serve to guide business behavior to ensure ethical conduct.**

The Alliance and its partners must, at all times, comply with all applicable laws and regulations. The Alliance will not condone the activities of employees who achieve results through violation of the law or unethical business dealings. The Alliance does not permit any activity that fails good judgment. Violators of the Code are subject to appropriate discipline, up to and including dismissal from the Alliance.

## **Discrimination**

No Alliance partner shall discriminate against any client or member due to age, race, sexual orientation, disability, nationality, ethnicity, sex, or any other protected status.

## **Harassment**

Partners/team members shall not engage in sexual harassment, or conduct themselves in a way that could be construed as such, for example, by using inappropriate language, keeping or posting inappropriate materials in their work area, or accessing inappropriate materials on their computer. Violence of any form will not be tolerated and will be grounds for dismissal from the Alliance.

## **Health and Safety**

We are all responsible for taking precautions to protect ourselves and fellow members from any accident, injury, or unsafe condition. Observe all health and safety rules and regulations.

Hygiene is extremely important in large groups. Shower daily if possible; hand washing is the first line of defense against spreading germs. Wash them before meals and after using restroom. Good hygiene is a must in to prevent sickness or illness.

## **Substance Abuse**

The Alliance expects its partners/team members to act in a professional manner. There will be a ZERO TOLERANCE Policy for substance use in the work place. We are committed to a substance free work environment. The Alliance will not permit any use of illegal substances or substance abuse, at any time and we will act ethically and responsibly in accordance with laws.

## **Actions/Behavior**

While representing the Alliance, all members and its employees will maintain acceptable and appropriate behavior. Inappropriate behavior will include, but limit it to: profanity, negative hand gestures, or any personal action that would be construed as offensive.

## **Dress Code**

Members are expected to at all times present a professional, businesslike image to clients, visitors, customers and the public. Acceptable personal appearance will be uniform shirt with company logo; pants, slacks, clean and free of any noticeable flaws, ie: rips, holes, frayed hems, ect.

## **Camp Rules, Motels, Tents, Buildings, ect...**

No smoking inside trailers, tents, buildings, motels or any place that is not designated to be a smoking area; no drinking of alcohol in camp; fighting and/or foul language will not be tolerated. Stealing will not be tolerated. If caught stealing violators will be prosecuted to the fullest extent of the law. We will have asset protection escort you off premises if the need arises.