

KAMLOOPS SEARCH AND RESCUE SOCIETY (KSAR)

POLICY: TEAM CONDUCT

Effective from (date) _____ Approved: _____
President

Members of KSAR are committed to building and maintaining a strong Search and Rescue capability to serve the community, based on professional level skills and standards and on team principles.

Professional Standards:

- equipment safe and ready for use
- personnel appropriately trained and certified for the tasks undertaken
- personnel physically and mentally prepared to perform the SAR tasks expected of them
- operational emphasis on safety, efficiency and good judgement
- positive, cooperative image with other emergency services and in the community at large
- behaviour of personnel courteous, appropriate and discrete

Team Principles:

- participation – the foundation for building strong team relationships
- cooperation to achieve team objectives, to resolve conflicts and to solve problems
- sharing knowledge and skills
- equality and homogeneity – no factions of cliques, no put-downs
- mutual trust – loyalty to the team
- mutual respect – “hard on the issue, not the person”
- openness and honesty – neither giving nor taking offence
- direct, open non-confrontational communication – “talk with a person, not about a person”
- sense of self-worth and ability to influence and to contribute
- willingness both to lead and to be led
- positive, open-minded attitude
- proactive – willingness to admit mistakes; to learn from them and to move on
- appropriate sense of humour
- common vision, sense of purpose and priorities
- genuine concern for others as individuals
- achieving personal objectives and satisfaction within the team vision
- accountability for personal and team actions

Personal Commitment:

As a team, we hold ourselves and each other accountable to uphold these professional standards and to behave according to these principles of conduct. We are prepared at all times to support each other and to receive support in maintaining these standards and principles. This will ensure that we, as individuals and a team, are consistently the best that we can be.

Conflict Resolution Procedure:

Behaviour considered inconsistent with these standards and principles may be questioned directly in a non-confrontational manner with the individual concerned by any other member or members, and discussed constructively as soon as practical after its occurrence. If the concern is not resolved to the satisfaction of all those involved in the discussion, or the occurrence is considered particularly flagrant, the matter may be referred to the Society Executive. The Society Executive may appoint a committee of three impartial members to assist in restoring team solidarity within a period of one month. If this approach is unsuccessful, the Society Executive may request one or more of the un-reconciled members to withdraw from active participation in Society activities for a period of up to one year. Cases of particularly serious or damaging nature may lead to expulsion from the Society according to the procedures describe in Part 2 of the Society By-Laws (1994).