



Note that as city volunteers, all NET members are also subject to the [City of Portland's Code of Ethics](#) (however, much of the content of the Code of Ethics is duplicated in the NET Code of Conduct).

NET Code of Conduct

In a disaster it is common for people to come together for help and comfort. The Neighborhood Emergency Team (NET) program prepares neighborhoods for self-sufficiency during a disaster by providing individuals with information and training related to emergency preparedness, response, and recovery. By preparing in advance, trained NET members are able to help themselves, and their families, friends and neighbors recover as quickly as possible after a disaster.

In order to accomplish their mission, volunteers in the NET program must be committed to the values of personal responsibility, respect, and safety embodied in this NET Code of Conduct.

Personal Responsibility

When an emergency occurs, my first responsibility is to ensure my own safety and the safety of my family.

I must be officially deployed and assigned to work in an official capacity by the PBEM Bureau Director or designee. If a large-scale event has caused a communications failure, I will follow the Standard Operating Procedure for NET activation.

I understand that NET ID cards, vests and hard hats shall only be worn during official NET activities which include, but are not limited to, activations, trainings, meetings and special events.

When responding to a disaster as a NET member, I will stay within the scope of the training received under the Federal Emergency Management Agency's (FEMA's) Community Emergency Response Team curriculum.

I will conduct myself in a manner to avoid the appearance of impropriety. Conduct that could appear dishonest to a reasonable observer will undermine the NET program's credibility even if the conduct is not illegal.

I will not represent myself in a capacity that exceeds my status in the NET program.

Unless approved by the Director of the Portland Bureau of Emergency Management (PBEM), I will not use or authorize the use of the name, emblem, endorsement, services or property of the NET program for the purpose of obtaining a benefit or advantage for any person or organization, including the NET program. I will not contact organizations or individuals to solicit funds on behalf of the NET program unless I have been given written permission in advance of such activities.

I will keep my NET Team Leader and NET Program Coordinator informed of progress, concerns and problems with assigned tasks.

I will accept feedback from NET Team Leaders and City staff in order to do the best job possible.

Respect

I will treat fellow NET members, Team Leaders, City employees and individuals I serve with dignity, respect and courtesy. I will take steps to quell profane, abusive, demeaning, belittling or harassing interactions or communications with others.

I will not engage in destructive or demoralizing criticism about individual NET program members or PBEM in public forums and on the Internet, including social media.

I will confer with and obtain the written consent of the NET Program Coordinator prior to making public statements about the NET program or NET members engaging in lobbying efforts on behalf of the NET program. I will direct anyone who is looking for official statements concerning the NET program to the NET Coordinator.

NET members sometimes have access to non-public information which is sensitive, private, personal, or confidential. The disclosure of some kinds of personal information is strictly prohibited by law, such as a person's name in combination with a social security number. Other information is considered private, such as the contact information of a fellow volunteer, or confidential, such as public safety plans. I will safeguard all such information from improper disclosure.

I shall not harass or discriminate against any person while engaged in NET activities.

Safety

I will not participate in NET activities while I am under the influence of intoxicants and will not use or possess intoxicants while attending NET activities. NET activities include but are not limited to activations, trainings, meetings and special events.'

I will not bring guns or other weapons to NET activities even if my possession of them is lawful (lock blade pocket knives or fixed blade knives under 6 inches may be carried as tools).

All active NETs must pass a criminal background check. During my service in NET, I will immediately notify the NET Program Coordinator if I am convicted of any crimes or subject to an active restraining order.

I will engage only in activities that are consistent with my physical capabilities and will not take risks that could cause injury to myself or others.

In return for my compliance with the NET Code of Conduct, I can expect to:

- **Be treated with respect and courtesy by all NET members, NET Team Leaders, the NET Program Coordinator and other PBEM staff.**
- **Be provided with a safe atmosphere in which to volunteer.**
- **Be provided with necessary training opportunities.**
- **Be provided support, guidance and assistance in order to promote and advance the NET program and community resiliency.**

- **Be appreciated for my contributions to the NET program and the City of Portland.**

Agreement of Understanding

Regarding the training of Neighborhood Emergency Team (NET) members:

- a. The Portland Bureau of Emergency Management has organized a program for the training of civilian emergency response team members (NET).
- b. The NET Training Program is a cooperative activity in which all participants must work together to help make the program safe and successful.
- c. At minimum, the Training Program will involve instruction in the areas of fire suppression, utility control, disaster triage medicine, search and rescue techniques, and procedures in organizing emergency response teams to aid and assist the Bureau of Emergency Management in times of crisis.
- d. NET training may take place in both indoor and outdoor settings. Training will involve some physical activity, such as training with fire extinguishing equipment. Team members will not be intentionally exposed to fire or other dangerous situations during their training.
- e. While participating in NET training, participants may face dangers from fire equipment malfunction or misuse, being injured by other participants during an event, variable weather conditions, and irregular and natural terrain.
- f. Participants have the absolute right to choose not to do any activity, although they will be encouraged by instructors, team leaders and other participants to attempt and/or complete the activities.
- g. The Portland Bureau of Emergency Management and its agents will do their best to help make this a positive experience which will emphasize teamwork, cooperation, and community service in overcoming difficult emergency situations and will provide participants with the opportunity to learn more about how their efforts can help aid and protect lives and property in times of disaster or other emergencies.
- h. In order to ensure equal access to the NET program, PBEM will reasonably modify policies and procedures and provide auxiliary aids and services to persons with disabilities.

I fully realize the dangers of participating in a program of this type. Despite these potential dangers and risks, I will participate and voluntarily assume all the risks associated with such participation.

In consideration for the acceptance of my participation in NET training, I hereby waive, release, and discharge any and all claims for damages for personal injury, property damage or death, which I may have or which may hereafter accrue to me, or to pay heirs or assigns, as a result of my participation in net training.

This release, waiver of liability and indemnity agreement is intended to discharge and release, in advance, the Portland bureau of emergency management and the city of Portland, their agents or employees from and against any and all liability arising out of, or connected in any way with, my participation in the net program even though that liability may arise out of negligence or carelessness on the part of the persons or entities mentioned above and herein released.

It is further understood and agreed that this release, waiver of liability, and indemnity agreement is to be binding on me and my heirs and assigns.

I have carefully read this agreement and fully understand its content. I am aware that this is a release of liability for negligence and a contract between myself and the Portland bureau of emergency management and i sign it voluntarily and of my own free will.