



EMERGENCY SERVICES
BOROUGH of MOOSIC



STANDARD OPERATING GUIDELINE

TOPIC: Introduction	SOP# 1.0
Approved by: Chuck Molinaro, Chief	Revised: Approved: 09/07

- I. Nothing in these Standard Operating Guidelines (SOG's) is to be construed as creating neither any rights to continued membership and/or employment nor any cause of action against the organization, its Officers, or members. These SOG's may be modified, amended, or canceled at any time by the organization.
- II. Violation of the by-laws of the organization or the Standard Operating Guidelines may be sufficient cause for suspension by the Chief, and/or investigation by the Board of Directors, and/or action by the Board of Directors up to and including termination of membership and/or employment.
- III. While it is the intent of the Officers and/or Board of Directors that progressive discipline be practiced, one gross act of unacceptable conduct can be sufficient cause for termination of membership and/or employment. Membership and employment are at will. The organization may terminate membership and/or employment at any time, with or without cause, and with or without notice.
- IV. Any member/employee charged with a felony or any crime involving moral turpitude shall immediately report the same to the Chief and will be automatically suspended effective the time of arrest and/or indictment. Organization property shall be returned to the Chief pending resolution of the charge. An appointed committee shall thereafter make a recommendation to the Board of Directors as to the member/employee status.
- V. Drivers must report any conviction constituting a moving violation to the Board of Directors. Any driver charged with 'Driving Under the Influence' or 'Reckless Driving' shall not drive any organization vehicle pending resolution of the charge or action by the Board of Directors. Drivers who have been convicted of moving violations may have their driving status reviewed and changed by the Board of Directors.
- VI. EMS/Rescue incidents are dynamic in nature and it is impossible to plan for every contingency; therefore all members/employees are empowered to undertake courses of action they deem necessary to mitigate an incident, Standard Operating Guidelines notwithstanding, **SO LONG AS THOSE ACTIONS ARE:**
 - * Safe
 - * Respectful and considerate in regard to other members/employees and other agencies
 - * In the best interests of the patient and/or the patient's family
 - * Medically appropriate
 - * Reasonable within the confines of your training and experience
 - * Ethical
 - * Fair