

Management, Team Leaders and Members Code of Ethics and Guidelines

The conduct of deployed response team members is of high concern to the EXTREME Search, Rescue and Recovery, the affected families we are assisting, the communities, and local law officials affected by the search

- You will be perceived by all concerned as a representative of a well organized, highly trained professional group of specialists who have been assembled to provide help and support to Local Law Officials, Families of the Missing and people of the Communities who are in desperate need of assistance.
- Any violation of principals or adverse acts by individuals will be looked upon as non-professional and will reflect poorly on the entire Team's performance.
 - All of the good work you may have performed will soon be forgotten.
 - At no time during a mission, should a free lancer take advantage of any situation/opportunity that arises.
 - At the conclusion of the mission, you must ensure that your performance has been positive and you will be remembered for the outstanding way you conducted yourself both socially and in the work environment.
- Team managers will reinforce the Code of Ethics during all planning sessions, meetings and briefings and will be responsible for monitoring compliance.
 - Violations will be documented with appropriate follow-up action taken.
- Guidelines All Members are expected and required to follow:
 - Any Equipment used will be treated with respect and the utmost care.
 - Refrain from any alcohol or illegal drugs at any time. (Including after search hours when search is to continue the following day)
 - No Video, Photo equipment, nor photographs taken on any search, including cell phone cameras. (Anyone violating may be subject to equipment confiscation)
 - Make yourself available for pre-search meetings, on-line meetings, training and assisting in your home location. (Including events, trade shows and fund raisers)
 - Refrain from any gossip or on-line negative blogging that represents ESRR / KFN searches, associates or any law enforcement agency or official connected with case.
 - Proper Clothing to be wore at all times while representing ESRR / KFN.
 - Must be in good physical shape/health to participate in any physical searches away from Command Center.
 - DO NOT discuss/convey any information about search to news media, online or any outside source. (Always refer to ESRR/KFN Liason specific person)

- Sensitive issues to be considered are:
 - Cultural awareness including race, religion and nationality
 - Language
 - Value of life
 - Local law enforcement practices
 - Local policy on weapons
 - Handling of sensitive information
 - Use of canine
 - Local living conditions
 - Dress code or standards
 - Local communication (radio) restrictions and accepted use
 - Taking of pictures (victims or structures)
 - Taking souvenirs (Personal items, etc.)
 - Defacing property.
 - Straying into restricted areas.
 - Obeying moral standards
 - Consideration for other teams capabilities and operating practices.

As a Member of ESRR/KFN you are asked to help by recruiting new members monthly throughout the United States. This will allow us to continue to grow and obtain new and much needed equipment and supplies for our searches. Every existing member that recruits a new member will receive, as a thank you, a \$10, Visa gift card.

It is also your responsibility to report to ESRR/KFN any child or person that has gone missing in your home based area so our staff can immediately evaluate whether our services can be provided to the effort. You will need to provide a good telephone number to receive emergency recorded message informing you of a search in your area. You need to be able report in within a timely manner as to your availability to report to the search leader for deployment. You may not be able to participate in every search but your consistent attendance will be noted.

If possible we would ask that you report any drowning victim, from your home based area, not recovered, to ESRR/KFN's home office so we may provide assistance to law enforcement or emergency rescuers if needed to deploy and utilize our rescue and recovery search boat equipped with side scan sonar and underwater video capabilities.