


## LARGO FIRE RESCUE CADET STANDARD OPERATING PROCEDURE

	CATEGORY: LARGO FIRE RESCUE CADET PROGRAM	SOP: 205
	SUBJECT: DISCIPLINE	PAGE 1 OF 2
	APPROVED BY THE OFFICE OF THE FIRE CHIEF SIGNATURE ON FILE	EFFECTIVE DATE: 03/05/2013
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### Purpose:

This section outlines the disciplinary procedures for the Largo Fire Rescue Cadet Program. All discipline will follow the following guidelines:

- a) Discipline will be in the form of a verbal counseling, written reprimand, suspension, or termination. Verbal and written reprimands will be placed in each cadet's file.
- b) There are two degrees of offenses:
  - Minor and
  - Major

### Definition:

- a) Major offense includes but not limited to:
  - Bullying
  - Fighting
  - Stealing
  - Deliberate destruction of property personal or city owned
  - Sexual harassment
  - Lying during an investigation
  - Participation in any illegal activity
- b) Minor offense includes but not limited to:
  - Inappropriate behavior or language
  - Having two unexcused absences in a row
  - Unprofessional appearance at a meeting or special event
  - Failure to maintain a 2.0 GPA

**Procedure:**

A major offense will include at a minimum suspension from participation in training activities, ride-along, special events, and post special functions. All members suspended must still attend monthly meetings as an observer up to termination of membership

Minor offense will include at a minimum a verbal counseling and up to suspension from the program activities.

If minor offense continues to occur, progressive discipline will implemented and minor offenses will be treated as a major offense and subject to those punishments.

**The illegal use of drugs or alcohol will result in the immediate termination.**