

# C-RAD Code of Conduct Agreement & Waiver

## **Purpose:**

As a C-RAD instructor and/or participant, you represent C-RAD and your respective agency. This Code of Conduct defines expectations for professional behavior on and off training or event grounds, and outlines consequences for violations.

## 1) Scope & Applicability

This Agreement applies to all **C-RAD instructors and participants** at any **C-RAD event, training, course, workshop, or activity**, including related off-site functions and informal gatherings connected to the event.

## 2) Professional Conduct Expectations

By participating, you agree to maintain a high level of professionalism at all times. This includes, but is not limited to:

- Conduct that reflects positively on **C-RAD**, your **agency**, and the **profession**.
- Avoiding behaviors that could be perceived negatively by C-RAD staff, colleagues, or the public.
- Refraining from actions that may **impact your performance** or **interfere with others' performance**.
- Managing your **time and activities** to ensure you can perform your role without distraction or impairment.
- Ensuring that your **dog's behavior** (if applicable) is appropriately controlled, safe, and does not disrupt the event.

**Responsibility:** Your behavior and actions—and those of your dog- are **ultimately your responsibility**.

## 3) Prohibited / Problematic Conduct (Non-Exhaustive)

Examples include:

- Disruptive, unsafe, or unprofessional behavior.
- Harassment, bullying, intimidation, or discriminatory conduct.
- Impairment due to substances (including at off-site functions linked to the event).
- Negligent handling or control of dogs or equipment.
- Actions that materially interfere with instruction, learning, safety, or event operations.

## 4) Addressing Concerns & Disciplinary Action

- Concerns will be addressed by **C-RAD management and/or designated representatives**.
- You may be **asked to adjust your behavior** or the **behavior of your dog** (if applicable).
- If adjustments are not made, you may be **asked to leave** the event.
- Additional measures may include verbal/written warnings, removal from specific sessions, or future participation restrictions.

## 5) Acknowledgment & Agreement

By signing below, you acknowledge and agree that:

- You have read, understand, and will **adhere to this Code of Conduct**.
- You accept that **violations will not be tolerated** and may result in **disciplinary action**, including removal.
- You accept full **responsibility** for your actions and those of your dog (if applicable).
- You understand that this Code applies **on and off** event/training grounds for any C-RAD-related activities.

## 6) Participant Information & Signature

**Event/Training Name:** \_\_\_\_\_

**Event Dates:** \_\_\_\_\_

**Location:** \_\_\_\_\_

**Name (print):** \_\_\_\_\_

**Agency/Organization:** \_\_\_\_\_

**Role (Instructor/Participant):** \_\_\_\_\_

**Phone:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Initials:**

\_\_\_ I will maintain professionalism at all times.

\_\_\_ I am responsible for my actions and my dog's conduct (if applicable).

\_\_\_ I understand disciplinary actions may include removal from the event/organization.

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_