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Commissioner

**North Carolina Department of Agriculture  
and Consumer Services**  
*Emergency Programs Division*

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Assistant Commissioner  
for Consumer Protection

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Director of Emergency  
Programs

**North Carolina Veterinary Response Corps  
Code of Conduct**

North Carolina Veterinary Response Corps (NCVRC) Members, activated and assigned to official missions by the North Carolina Department of Agriculture and Consumer Services (NCDA&CS) or the North Carolina Veterinary Medical Association (NCVMA), represent the NCVRC and must sign and adhere to the policies in this Code of Conduct. All personnel participating in NCVRC activities must be properly identified, check-in at designated sites, and sign this Code of Conduct agreement prior to engaging in said activities.

NCVRC Membership does not prevent individuals from volunteering independently or with other organizations, nor does it authorize self-deployment without an official request or assignment. NCVRC Members responding to requests from other organizations without NCDA&CS or NCVMA assignment cannot represent NCVRC while on that assignment.

Personnel who have been deployed on behalf of NCVRC and do not sign this document may be asked to cease activities until the document is signed. NCDA&CS and NCVMA personnel have the authority to deactivate, or revoke membership for, any NCVRC personnel for any reason including behavior(s) that is contrary to this Code of Conduct based on their discretion.

1. NCVRC personnel shall project a professional manner and appearance while participating in any mission assignment. The following will not be tolerated while on a mission assignment:

- A. Consumption of alcoholic beverages while on duty or any display of public drunkenness
- B. Possession, use, or selling of any illegal drugs
- C. Violation of any laws
- D. Public outbursts, public derogatory remarks about other organizations, partners or individuals
- E. Illegal use or display of a firearm

2. NCVRC personnel shall identify operations that are beyond their capabilities based on their experience, training and knowledge, and will be able to provide proof of professional credentials if requested. Individuals shall observe all safety rules and regulations and be familiar with proper usage and operation of all and any equipment before operation.

3. NCVRC personnel shall be expected to accept assignments and/or orders as directed by their designated incident supervisor or make discretionary decisions based on appropriate intent and good judgement.
4. NCVRC personnel will not participate in or otherwise support operations or activities that serve to promote personal or organizational gains or ideologies outside of the stated purpose of the mission assignment.
5. NCVRC personnel shall not enter private properties other than the assigned facility and any designated ancillary facilities to perform duties supporting the stated purpose of the mission assignment without permission from the property owner, NCDA&CS, or proper local authority.
6. NCVRC personnel shall remain in contact with the appropriate supervisor and designated NCDA&CS or NCVMA personnel as required and confine their activities to the stated purpose and directives of the mission assignment.
7. All NCVRC personnel on a mission assignment shall wear current identification as directed and recognized by NCDA&CS and NCVMA.
8. NCVRC personnel will be required to document or participate in documentation in a timely manner, and submit documentation as directed or required.
9. NCVRC personnel shall not transport animals to facilities other than the sites that have been designated by NCDA&CS or animal shelters licensed by NCDA&CS without permission from NCDA&CS or NCVMA.
10. NCVRC personnel shall refrain from taking photographs, audio recordings or video recordings while on a mission assignment, except any photos needed for identification of animals consistent with the stated purpose of the mission assignment. Any photos that are captured cannot be used for public display without the written permission of the facility's owner or any private persons appearing therein. NCVRC personnel are permitted to take photographs, if allowed by the local authority in charge, for official documentation and use only, if requested by NCDA&CS or NCVMA.
11. NCVRC personnel shall not accept personal gratuities or charitable contributions while performing their duties on a mission assignment.

SIGNATURE: \_\_\_\_\_

PRINT NAME: \_\_\_\_\_

DATE: \_\_\_\_\_