

**A. Outside Activities**

1. Employees shall at all times bear in mind that they are viewed as representatives of the Fire District while on-duty and during off-duty time. As employees of the East Niceville Fire District, they shall at all times conduct themselves in such a manner as to avoid discredit, directly or by association, to be brought upon the Fire District, and to avoid unfavorable publicity to the Fire District. Nothing herein shall be construed to inhibit the employee's freedom of speech or right of employees to comment on wages, hours and working conditions.
2. In any instance where the employee is engaged in employment during off-duty time, it is recognized that the employee's primary obligation shall continue to be to the East Niceville Fire District, and they shall arrange their affairs accordingly.