



## RULES & REGULATIONS

Violation of company policies, unethical behavior, or any form of misconduct may result in immediate dismissal of independent contractors.

THE FOLLOWING IS A NON-INCLUSIVE LIST OF PROHIBITED CONDUCT WHICH WILL RESULT IN IMMEDIATE DISMISSAL:

- Refusal to work a scheduled shift
- Unexcused no call/no show absence
- Unauthorized absence from work area
- Job Performance that is unacceptable
- Gross inattentiveness while on duty
- Dishonesty, theft, fraud, or bribery
- Tampering with client property
- Reckless or unsafe acts
- All forms of harassment
- Acts of Insubordination
- (Social Media) Publishing photos and/or info related to a project
- Drug and/or alcohol intoxication or impairment while on-duty
- Failure to immediately report an arrest or conviction
- Work suspension or loss of Peace Officer license
- Engaging in criminal activity
- Negative and/or confrontational attitude
- Willful or reckless destruction of property
- Any act intended to inflict injury upon the company or its clients
- Disclosure or dissemination of company or client trade secrets
- Any other reason that company feels warrants dismissal

Independent contractors providing services on behalf of the company **MUST OBSERVE SAFE WORK PRACTICES AT ALL TIMES**

\_\_\_\_\_  
Printed Name of Independent Contractor

*Thank you,*

\_\_\_\_\_  
Law Enforcement Agency of Employment

\_\_\_\_\_  
Signature of Independent Contractor

**Donald P. Jefferys, Director of Operations**  
Sentry On-site Security Corporation

Dated this, the \_\_\_\_ day of \_\_\_\_\_ 20 \_\_\_\_.

A signed Rules & Regulations form must be on-file before any work may be performed.  
Please e-mail all completed documentation to [officer@sostx.us](mailto:officer@sostx.us) or fax to 800-936-3596