



Public Safety Civil Service Commission
Exam Code of Conduct
Entry Police Officer and Firefighter

PSCSC fire and police examinations ensure that appointments to critical public safety positions are merit-based and free from political pressures. Fire and police examinees are expected to behave in a manner that upholds the integrity of this examination process and provides all participants with the opportunity to compete fairly for employment.

Prohibited behavior in connection with the examination process includes but is not limited to:

- Cheating, with or without the collusion of another individual
- Disclosing the content of an examination or exam aid
- Obstructing any other person's right of examination
- Making false representations regarding an examination
- Behavior that prevents the operation or integrity of an examination process
- Violating any examination rules, including restrictions on retesting
- Examinees must follow instructions related to examination security, to correct their own problematic behavior during the examination process, and to comply with any other verbal or written instructions provided during an exam.

Failure to follow this Exam Code of Conduct may violate Seattle Municipal Code 4.08.160 and result in penalties such as dismissal, fines, and/or jail time (SMC 4.08.210).

Additionally, Public Safety Civil Service exam staff may:

- Remove from the examination site or process any examinee whose conduct threatens the operations of the examination process.
- Remove an examinee's name and score from the eligibility register, disqualifying them from consideration for hiring.
- Refer any prohibited or problematic behavior of applicants to the hiring authority.

Authorizing policies:

- [PSCSC Rules of Practice and Procedure 9.29](#), Prohibited Employee Conduct in Examinations
- [Seattle Municipal Code Section 4.08.160 and 4.08.210](#)
- [Revised Code of Washington 41.08](#), Civil Service for City Firefighters
- [Revised Code of Washington 41.12](#), Civil Service for City Police

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