

SOUTH LANE COUNTY FIRE & RESCUE BOARD POLICY

SECTION PERSONNEL POLICY B-1

WORKPLACE DISCRIMINATION AND HARASSMENT

1.0 POLICY STATEMENT:

The District is committed to maintaining an environment free of unlawful discrimination and harassment for both members and non-members of the District. Unlawful discrimination or harassment based on a person's protected class (sex or otherwise) will not be tolerated nor condoned. Reported cases of unlawful discrimination or harassment will be investigated immediately and offenders will be subject to immediate discipline as outlined in S.O.G. B-1.

1.1 RESPONSIBILITY/AUTHORITY:

Every District member is responsible for preventing and reporting cases of unlawful workplace harassment to their immediate supervisor. Supervisors are responsible for preventing workplace harassment at the department level, and shall contact the Fire Chief when allegations arise. In the case where an individual is uncomfortable with reporting harassment to the Fire Chief, they may contact the Administrative Assistant and/or the President of the Board of Directors. An investigation shall immediately be undertaken under the direction of the Fire Chief and/or the Board of Directors, followed by appropriate action as described within S.O.G. B-1. Should the member feel that any Fire District contact would put them in a compromising position, they should seek consultation from the District Employee Assistance Program.

- 1.2 The Fire Chief shall develop, implement, and manage policies that meet state and federal requirements pertaining to workplace discrimination and hostile work environment

Adopted: 06-04-2003

Revised: 11-21-2019

Reaffirmed: