

## **POLICY - 2.3.1 - DISCRIMINATION**

**SCOPE - ALL PERSONNEL AND BOARD MEMBERS**

---

No volunteer, employee or director of the District shall suffer or cause to suffer any form of discrimination, including harassment, toward any other member, employee or director, for reasons of race, color, creed, national origin, religion, sex, age or physical, mental or emotional disability which does not, with reasonable accommodation, prohibit performance of essential duties.

Any complaints or grievances relating to discrimination should be brought to the immediate attention of the officer next in the chain of command who is not involved with the alleged discriminatory practice. If no officer in the chain of command is reasonably available, such complaint shall be taken to any board member. Any officer or board member advised of such a complaint shall cause the complaint to be referred to the Fire Chief for investigation and subsequent report to the Board of Directors. If the Fire Chief is the party being complained about, the Board shall appoint a special investigative committee to review the allegations and the facts surrounding the complaint and to report their findings to the Board of Directors.

No volunteer, employee or director of the District shall retaliate in any way against any person who makes a complaint regarding discrimination or provides information in connection with the investigation of such complaint; provided, however, that nothing in this policy shall prohibit disciplinary action against any member, employee or witness who, after investigation is determined by the Fire Chief or investigating committee to have intentionally made a false complaint or provided false testimony or information in the course of an investigation.

**VIOLATION OF THIS POLICY MAY RESULT IN DISCIPLINARY ACTION UP TO AND INCLUDING DISMISSAL.**