

POLICY - 2.3.2 - SEXUAL HARASSMENT
SCOPE - ALL PERSONNEL AND BOARD MEMBERS

It is the policy of the District that all volunteers and employees should be able to work in an environment free from discrimination, including sexual harassment. Sexual harassment occurs when a member or employee is subjected to unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual or gender based nature when submission to such conduct is made explicitly or implicitly a term or condition of membership or employment or is used as the basis for advancement decisions or has the purpose or effect of unreasonably interfering with work performance or creating an intimidating, hostile or offensive working environment. Such conduct is specifically prohibited by the District.

Any volunteer, employee or applicant who believes himself or herself to be subjected to sexual harassment or intimidation is encouraged to bring such incidents to the immediate attention of the officer next in the chain of command who is not involved with the alleged 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 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 accused party, the Board shall appoint a special investigative committee to review the allegations and facts. The committee shall then 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 sexual harassment complaint or provides information in connection with the investigation of such a complaint; provided, however, that nothing in this policy shall prohibit disciplinary action against any volunteer, 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 the investigation.

SEXUAL HARASSMENT MAY RESULT IN DISCIPLINARY ACTION UP TO AND INCLUDING DISMISSAL.