




Pine-Strawberry Fire District

Employee Relations

3-4

Subject: Violence In the Workplace	Page: 1 of 2
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I. Policy:

The Pine-Strawberry Fire District (PSFD) strives to maintain an environment that is safe, secure, and free of harassment, intimidation, threats and/or violence. PSFD will not tolerate acts of violence towards members, others with whom we do business and/or the people we serve.

II. Definition:

Threats or acts of violence are defined as conduct or actions against a person, persons and/or property that is sufficiently severe, offensive or intimidating as to alter the condition of employment, and/or to create a hostile, abusive, or intimidating work environment for any employee or the people we serve.

III. Practice:

A. Prohibited workplace violence includes, but is not limited to the following:

1. Threats or acts of violence occurring on District premises, regardless of the relationships of the district with the individual(s) involved.
2. Threats or acts of violence not occurring on District premises, but involving someone who is acting in the capacity of a representative of the District.
3. Threats or acts of violence not occurring on District premises, but involving a District member, if the threats and/or acts of violence affect the legitimate interests of the District.

B. Any member who feels they are a subject or victim of violence is encouraged to object and tell the other member to stop.

C. Any member who experiences and/or witnesses acts, conduct, behavior or communications that fall within the definition above should notify any supervisor, the Fire Chief or Fire Board member. The member should follow the chain of command when possible.

D. Once notified the District shall promptly and thoroughly investigate the report per policy.

E. Any member determined to be responsible for threats of or actual violence or other conduct that is in violation of District policies will be subject to disciplinary action, up to and including termination.

F. Any member who exhibits any potential warning signs, symptoms, and/or risk factors can be required to submit to a psychological fitness for duty evaluation. The cost of such evaluation shall be at the expense of the District.

G. Incidents of threats and/or violence that involve criminal conduct may be referred to law enforcement.