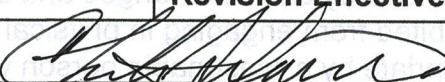




Pine-Strawberry Fire District

Employee Relations

3.2

Subject: Fraternalization	Page: 1 of 2
Board Approval Date: 10/20/2022	Effective Date: 11/04/2022
Revision Approval Date:	Revision Effective Date:
Board Chair Signature & Date: 	

I. POLICY:

The Pine-Strawberry Fire District (PSFD) discourages fraternization between supervisory and non-supervisory employees, and/or between coworkers or members who work together directly on a regular basis.

II. PURPOSE:

A. Establish an environment where employees maintain clear boundaries between personal and business interactions for conducting effective business.

B. And to encourage sincere working relationships between coworkers at all levels within the district, while minimizing the potential perception of favoritism and preventing the creation of an uncomfortable working environment for others.

III. SCOPE:

This policy applies to all employees, volunteers, and Board Members of the PSFD.

IV. DEFINITION:

A. "Fraternalization" is defined as a relationship of an intimate or romantic nature, and/or conduct that creates the appearance or impression that such a relationship exists.

V. PRACTICE:

A. In the event that two members develops a relationship beyond a platonic friendship that would be constructed as fraternization, as defined in this policy:

1. They must disclose in writing the existence of the relationships to their supervisor and Fire Chief in order to allow the District to determine and document;

- (a) The consensual nature of the relationship .

- (b) Determine any appropriate course of action required.

(c) Any necessary reassignment of one of the involved individuals and/or any course of action required. (d) Allow the District to monitor the work environment.

(d) If it is the Fire Chief and member it must be reported to the PSFD Board.

B. During work hours and in work areas, employees are:

1. Expected to keep personal exchanges limited so that others are not distracted or offended by such exchanges and so that productivity is maintained.
2. Strictly prohibited from engaging in physical contact that would in any way be deemed inappropriate by a reasonable person while anywhere on District property.

C. Where problems and/or potential risks are identified;

1. The District will work with the parties involved to consider options for resolving the conflict.
2. The initial solution may be to ensure the parties no longer work together, and/or ensure neither works in a position having the ability to influence the other or take action for or against the other.
3. More extreme measures may be necessary, such as transfer to another position, shift or station. Transfer will not be considered a disciplinary action.
4. The Fire Chief has the discretion to determine if such a relationship may create a perception of favoritism and/or bias that may be potentially disruptive to a harmonious working environment.
5. Refusal of a reasonable alternative position, shift or station will be deemed a voluntary resignation