

Orchard Farm Fire Protection District Standard Operating Procedure

Division: 100 Administration
Section: 104 Rules and Regulations
Subject: 104.07 Fraternalization and Non-Work Relationships



Supersedes: N/A

Approved By: 

Date: 06/1/2015

Date Last Reviewed: N/A

Page: 1 of 2

PURPOSE:

In an effort to maintain a workplace free from unnecessary conflicts and to remove any appearance or actual occurrence of sexual harassment, sexual discrimination or rapid advancement in exchange for sexual favors, OFFPD prohibits the fraternization of Officers/Crew Leaders with other district members, as more specifically defined below. Adherence to this policy will reduce significantly the potential for workplace conflicts caused by personal relationships between District members. The resulting benefit will be improved morale and efficiency.

RESPONSIBILITY:

All District Personnel

PROCEDURES:

1. All Officers and Crew Leaders are prohibited from dating, being romantically involved with or being married to any other employee who works for the District.
2. If an employee is considered for promotion or transfer to a position such that number 1 will be violated, then the promotion will be denied.
3. Upon violation of number 1 of this policy, the District will ask the members involved to voluntarily decide if the Officer/Crew Leader will resign their leadership role, or if the subordinate member will resign their position with the district. If a voluntary resignation is not chosen within fifteen (15) days from a request by the District, the District will take action with either or both employee(s) to eliminate the conflict with this policy. In addition, both employees may in any event be subject to disciplinary action including, but not limited to, suspension and/or termination.
4. It is expected that all members act professionally and use their best judgement. To this end, Officers and Crew Leaders, as well as all other members must avoid using or attempting to use his/her position to influence, assist, intercede or impact another member with whom he/she has a relationship not in conflict with number 1. Members also should avoid the appearance of such conduct. Each member is expected to succeed on his/her own merit without the intercession or assistance of another member.

104.07 Fraternalization and Non-Work Relationships

Subject: 104.07 Fraternization and Non-Work Relationships

Date: 06/1/2015

Page: 2 of 2

5. Displays of affection between District members, public or private, are prohibited in and/or on any property owned, operated or rented by the District. This behavior is also prohibited at any on-duty event, i.e. demonstrations, block parties, training, fire grounds, and expos.
6. Appropriate discipline shall be rendered for any violation of this Policy, up to and including termination.
7. Report any and all violations of this Policy to a Chief Officer who shall then so-inform the Board of Directors via the Chairman of the Board.

DEFINITIONS:

Relationship:

For these purposes of this Policy, a “relationship” exists when two members are dating or romantically involved or married.