

Hurricane Fire & Rescue Hurricane, WV

Subject
Guideline Number
Adopted
Effective Date
Pages

Workplace Violence
800.120
March 1, 2007
April 7, 2007
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Purpose: It is the policy of Hurricane Fire & Rescue to maintain a zero tolerance and expressly prohibit any acts or threats of violence by any department member or former member against any other member in or about department facilities.

Scope: All personnel

Responsibility: It is the responsibility of all personnel to create and function in a non-violent working environment.

The department will not condone any acts or threats of violence against members, customers, or visitors on department premises at any time or while they are engaged in business with or on behalf of the department, on or off department premises.

In keeping with the spirit and intent of the policy, and to ensure that the department's objectives in this regard are maintained, the department will provide to the best of its abilities:

1. To provide a safe and productive work environment
2. To take prompt remedial action up to and including immediate dismissal, against any member who engages in any threatening behavior or acts of violence or who uses any obscene, abusive, or threatening language or gestures.
3. To take appropriate action with respect to customers, former members, or visitors who engage in such behavior while on department premises. Such action may include notifying law enforcement personnel and prosecuting violators to the maximum extent of the law.
4. To establish reasonable security measures to ensure that department facilities are safe and secure.

Any member who displays a tendency to engage in violent, abusive or threatening behavior, or who otherwise engages in behavior that the department, in its sole discretion, deems offensive or inappropriate may be referred for counseling or other appropriate treatment. Such members will also be subject to disciplinary action, up to and including dismissal.

In furtherance of this policy, members have a “duty to disclose” to an officer any suspicious workplace activity or situations or incidents that they observe or that they are aware of that involve other members, former members, customers, or visitors and who are in violation of this policy. This includes, for example, threats or acts of violence, aggressive behavior, offensive acts, threatening or offensive comments or remarks, and the like. Member reports made pursuant to this policy will be held in confidence to the maximum possible extent.

Hurricane Fire & Rescue prohibits any form of retaliation against any member for making a bona fide report under this policy or for assisting in a complaint investigation. Appropriate remediation will take place to prevent such retaliation.

If after investigating any report of violence, it is determined that the complaint is not bona fide or that a member has provided false information regarding the complaint, disciplinary action may be taken against the individual who filed the complaint or who gave the false information.