

Oswego Town Fire District Policy on Discrimination and Harassment including Sexual Harassment

Discrimination Policy Statement:

It is the policy of the Oswego Town Fire Department to prohibit the unlawful discrimination of any employee or member of the department in any fashion pertaining to that persons age, sex, race, creed, color, national origin, marital status, or disability. The department does not condone and will not tolerate discrimination by its employees or members and will not condone or tolerate discrimination of its employees or members by anyone.

Sexual Harassment Policy Statement:

Sexual Harassment is broadly defined as any unwelcome sexual advances, requests for sexual favors, other verbal or physical conduct of a sexual nature if submission to such conduct is made either expressly or implicitly a term or condition of employment or membership, if submission to such conduct thereby interferes with a person's work performance or creates an intimidating, hostile or offensive environment. The Department does not condone and will not tolerate sexual harassment, of any kind, by its employees or members and will not condone or tolerate sexual harassment of its employees or member by anyone.

Complaint Procedure:

Any member or employee who feels that they have been discriminated against or harassed, or if they have witnessed discrimination or harassment, or have reason to believe that discrimination or harassment is taking place, should immediately report the matter to the Town of Oswego Fire Department line officers, preferably the Chief or Assistant Chiefs or to a member of the Town of Oswego Fire Department Corporation's Officers or to a member of the Board of Fire Commissioners of the Oswego Town Fire District.

The Fire Department/Fire District will handle all allegations of harassment or discrimination in a lawful manner to ensure that any such conduct does not continue. As a matter of routine, the Department/District will investigate all complaints of harassment or discrimination. Such investigations will be conducted as discreetly and as confidentially as circumstances allow. The Department/District will not permit any person to be adversely affected in employment or membership as a results of his or her having brought a complaint of discrimination or harassment so long as such complaint was not made falsely. False allegations will be investigated and violators will be subject to disciplinary action up to and including discharge from the Department.

This policy was adopted by the Oswego Town Fire Department membership and the Board of Fire Commissioners of the Oswego Town Fire District in 5/97