

Barkhamsted Fire District Sexual Harassment Policy

Adopted December 13, 2006

It is the policy of the Barkhamsted Fire District that sexual harassment in the work place is unacceptable and will not be tolerated. All members, employees, and elected officials of the Barkhamsted Fire District whether management personnel or non-management personnel, are expected to avoid any behavior or conduct toward any other member, employee, or elected official that could be interpreted as sexual harassment.

Sexual harassment is defined generally as “unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature.” Thus, no staff member, employee, or elected official should be subjected to unsolicited and unwelcome sexual overtures or conduct, either verbal or physical or be led to believe that an employment opportunity or benefit will in any way depend on “cooperation” of a sexual nature.

Sexual harassment may include such actions as: sex-oriented verbal “kidding,” “teasing,” or jokes; repeated offensive sexual flirtations, advances, or propositions; continued or repeated verbal abuse of a sexual nature; graphic or degrading comments about an individual or his or her appearance; the display of sexually suggestive objects or pictures; subtle pressure for sexual activity; physical contact such as patting, pinching, or brushing against another’s body; or demands for sexual favors.

Conduct of this type is improper if:

1. submission to the conduct is either an explicit or implicit term or condition of membership or employment
2. submission to or rejection of the conduct is used as a basis for assignment decisions affecting the person involved;
3. the conduct has the purpose or effect of interfering with an individual’s work performance or environment;

Sexual harassment does not refer to occasional compliments of a socially acceptable nature. It refers to behavior which is not welcome, which is personally intimidating, hostile, or offensive which debilitates morale, and therefore interferes with our work effectiveness.

The President of the Barkhamsted Fire District shall promptly cause investigation of all complaints of sexual harassment, including interviewing the complainant and the person(s) alleged to have engaged in sexual harassment. If, as a result of the investigation, it is found that the complaint has merit, the appropriate management and supervisory personnel shall take prompt corrective action. Such action may include discipline up to and including termination of the offending member or employee.

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Any member or employee of the Barkhamsted Fire District, Barkhamsted East Volunteer Fire Company, Pleasant Valley Volunteer Fire Department, or the Riverton Volunteer fire Company who feels that he or she has been the victim of sexual harassment should notify the Fire Chief of the fire department, The President or any Board member of the Barkhamsted Fire District at the earliest opportunity. The president of the Barkhamsted Fire District shall be notified as soon as possible of such complaint. If the complaint is found to have merit, corrective action will be implemented. If the complaint is found to have insufficient merit, all involved parties will be so notified in writing. The Board of Directors of the Barkhamsted Fire District shall be notified of the complaint and the results of the investigation at their next monthly meeting.