

**SPOKANE VALLEY FIRE DEPARTMENT
Board of Fire Commissioners
Policy for Discrimination/Harassment #016**

Purpose:

It is the policy of the Spokane Valley Fire Department (SVFD) to ensure a workplace free from discrimination, harassment and retaliation.

Authority/References:

Resolution 34-87

S&O 131 – Discrimination/Harassment

S&O 171 Computers & Electronics

Title VII Civil Rights Act 1964 and 1991

American with Disabilities Act (ADA)

Uniformed Service Employment and Reemployment Rights Act (USERRA)

Executive Order 11246

Age Discrimination in Employment Act

Equal Pay Act of 1963

Immigration Reform and Control Act of 1986

Genetic Information Nondiscrimination Act

Washington State Law Against Discrimination RCW 49.60 and 9A.46

Washington Fair Chance Act RCW 49.94

Washington Equal Pay & Opportunities Act RCW 49.58

Policy:

It is the policy of Spokane Valley Fire Department (SVFD) to provide a work environment for all of its employees, which is free from discrimination on the basis of race, creed, color, national origin, sex, marital status, sexual orientation, age, military/veteran status, or the presence of any sensory, mental, or physical disability or the use of a training dog guide or service animal by the person with a disability. The department strictly prohibits all forms of discrimination including harassment and sexual harassment. Employees who report discrimination/harassment, or who participate in a related investigation are entitled to protection from any form of retaliation.

Any employee responsible for violations of this policy or any form of retaliatory conduct may be subject to disciplinary action, up to and including termination.

Definitions, reporting procedures and investigations relating to discrimination and harassment can be found in S&O 131.

Adopted:

Spokane Valley Board of Fire Commissioners:
December 14, 2000

Amended:

Spokane Valley Board of Fire Commissioners
February 8, 2021