

EAST COUNTY FIRE & RESCUE
Policies, Procedures, and Guidelines

SUBJECT: Violence/Threats of Violence

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APPROVED BY:


Board Chair

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POLICY:

East County Fire & Rescue is committed to providing a safe work environment. The District prohibits and does not tolerate violent acts or threats against members, visitors, guests or other individuals within its facilities or during any District-related activity.

Violence may be described as verbal or physical threats, intimidation, and/or aggressive physical contact. Prohibited contact includes, but is not limited to the following:

- Intimidation, harassment, assault, battery, stalking, or conduct that causes a person to believe that he or she is under a threat of death or serious bodily injury.
- Inflicting or threatening injury or damage to another person's life, health, well being, family or property.
- Using or brandishing a firearm, or explosive on District premises.
- Carrying, exhibiting, displaying, or drawing any dagger, sword, knife or other cutting or stabbing instrument, club, or any other weapon apparently capable of producing bodily harm, in a manner, under circumstances, and at a time and place that either manifests an intent to intimidate another or that warrants alarm for the safety of other persons.
- Abusing or damaging District or member property.
- Using obscene or abusive language or gestures in a threatening manner.
- Raising voices in a threatening manner.

Because of the potential for misunderstanding, joking about any of the above conduct is also prohibited.

Violators of this policy are subject to disciplinary action, up to and including discharge, for any violation that was committed. Violations of this policy may also result in arrest and/or prosecution.

Reporting Procedure

1. **Contact your immediate Supervisor. If you are uncomfortable making such a report, have a trusted District member make the report for you. You will be contacted by a Superior to obtain information in writing to substantiate this allegation.**
2. **If you or your designee are uncomfortable contacting your immediate Supervisor, or if your immediate Supervisor is the person engaged in this wrongdoing, contact the next higher ranking Officer.**

- 3. If you or your designees are uncomfortable contacting the next higher ranking Officer, or if the next higher ranking Officer is the person engaged in this wrongdoing, contact any higher ranking Officer, up to and including the Fire Chief or a member of the Board of Commissioners.**