



MASON COUNTY FIRE DISTRICT #4

TITLE: ANTI-RETALIATION

CHAPTER: 2000 NUMBER: 2000 APPROVED: 10-07-2008

APPROVED: Signature on file Bob Burbridge, Chief

The purpose of this policy is to establish a *no tolerance* Fire District directive for protecting members from retaliation due to a member's participation in protected activities. Protected activities include, but are not limited to, the good faith reporting of another member's violation of Fire District policies and procedures, reporting incidents of sexual or other discriminatory harassment, the exercise of a member's legal rights, reporting workplace wrongdoing of another member, making a protected claim against the organization, including but not limited to, reporting improper governmental actions in accordance with the Fire District's whistle/blower policy and procedure, participating in any related investigation into reports of protected activities, or improperly using Fire District benefits.

Any member who retaliates against another member for participation in protected activities is subject to disciplinary action up to, and including, possible termination. No person, no matter his or her title or position, has the authority, either expressed, actual, apparent or implied, to retaliate against any other member.

The Fire District recognizes that making a false accusation of wrongdoing in bad faith can have serious consequences for those who are wrongly accused. The Fire District prohibits deliberately making false and/or malicious allegations of retaliation, as well as deliberately providing false information during an investigation. Anyone who violates this rule is subject to disciplinary action up to, and including, discharge.