



MASON COUNTY FIRE DISTRICT #4

TITLE: EQUAL EMPLOYMENT OPPORTUNITY

CHAPTER: 2000 NUMBER: 2160 APPROVED: 10-07-2008

APPROVED: Signature on file Bob Burbridge, Chief

The District is an equal opportunity employer. The District employs, retains, promotes, terminates and otherwise treats all members and job applicants on the basis of merit, qualifications, and competence. This policy shall be applied without regard to any individual's gender, race, color, religion, national origin, ancestry, age, marital and family status, medical condition, disability, Vietnam-era or veteran's special disability status or any other characteristic protected by federal, state or local law.

The District will not discriminate against applicants or members with a sensory, physical or mental impairment, unless the impairment cannot be reasonably accommodated and prevents proper performance of an essential element of the job.

Members with life-threatening illnesses, such as cancer, heart disease, AIDS/HIV conditions, or communicable diseases such as tuberculosis or influenza are treated the same as all other members. They are permitted to continue working so long as they are able to maintain an acceptable level of performance and medical evidence shows they are not a threat to themselves or their co-workers and the condition does not compromise public health or safety. The District will work to preserve the safety of all of its members and reserves the right to reassign members or take other actions when a substantial and unusual safety risk to fellow District members or the public exists.