



MASON COUNTY FIRE DISTRICT #4

TITLE: VIOLENCE / THREAT OF VIOLENCE

CHAPTER: 2000 NUMBER: 2370 APPROVED: 10-07-2008

APPROVED: Signature on file Bob Burbridge, Chief

The District is committed to providing a safe work environment. The District prohibits and does not tolerate 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 conduct 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.

Possessing a firearm, explosive or other dangerous weapon on District premises, or using an object as a weapon.

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 reasonably believed to have been committed. Violations of This policy may also result in arrest and/or prosecution.