



**MESCAL J-6
FIRE DISTRICT**

**STANDARD OPERATING
POLICY # 028**

Fraternization

I. PURPOSE

To encourage sincere, concerned working relationships between coworkers at all levels within the District while minimizing the potential perception of favoritism and preventing the creation of an uncomfortable working environment for others.

II. SCOPE

This policy applies to all members of the MJFD.

III. POLICY

It is the policy of the MJFD to discourage fraternization between supervisors/officers and other members.

IV. DEFINITION

For purposes of this policy, "fraternization" is defined as a relationship of an intimate or romantic nature or conduct that creates the appearance or impression that such a relationship exists.

V. GUIDELINES

- A. In the event a member develops a relationship with another member or officer, that would be construed as fraternization as defined in this policy, he/she is required to immediately report such a relationship to the Fire Chief in order to allow the District to determine and document the consensual nature of the relationship.
- B. Members involved in a dating and/or physical relationship with each other shall be required to sign and execute the Dating Relationship Agreement and Acknowledgement of Harassment-Free Workplace Policy.
- C. If it is determined, at the sole discretion of the Fire Chief, that such a relationship may be disruptive to a harmonious working environment, or is not in the best interests of the Mescal-J6 Fire District, he may opt to reassign or terminate one of the two involved members.
- D. Failure to comply with this policy shall be grounds for disciplinary action, up to and including termination of volunteer employment.



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**DATING AND RELATIONSHIP AGREEMENT AND ACKNOWLEDGEMENT OF HARASSMENT-FREE
WORKPLACE POLICY**

It is Mescal-J6 Fire District's policy to provide an equal opportunity in hiring, volunteer employment, promotion, compensation, and all other volunteer employment-related decisions without regard to race, color, being over the age of 40, religion, sex, marital status, national origin, veteran status, sexual orientation, being a qualified person with a disability; or any other basis set forth in the applicable laws or regulations relating to discrimination in employment.

The Mescal-J6 Fire District does not tolerate unwelcome or offensive conduct or conduct that creates a hostile work environment that is in any way based upon or related to a person having any of the characteristics described above.

In addition, the Mescal-J6 Fire District does not tolerate sexual harassment, which is a form of unlawful discrimination. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made, explicitly or implicitly, a condition of an individual's employment or advancement;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. Such unreasonable conduct interferes with an individual's work performance or creates an intimidating, hostile or offensive working environment.

We, the undersigned volunteer employees, have entered into a person relationship with each other. We have read and understand the Mescal-J6 Fire District's Harassment-Free Workplace Policy, part of which is outlined above, and we agree as follows:

1. Our relationship is entirely voluntary.
2. Our relationship will not have a negative impact on our work.
3. We will not engage in any public displays of affection or other behavior that creates a hostile work environment for others, or that makes others uncomfortable.
4. We will act professionally toward each other at all times, even after the relationship has ended.
5. We will not participate in any department decision making process that could affect the other's pay, promotional opportunities, performance reviews, hours, shifts, or career.
6. We will inform the Fire Chief immediately if the relationship ends, or if the conduct or advances of the person are no longer welcome.
7. We agree that, if the relationship ends, we will respect the other person's decision to end the relationship and not pursue that person or seek to resume the relationship or engage on any other conduct towards the other person that could violate the Harassment-Free Workplace Policy.
8. We understand that, after the relationship ends, one of us may choose to date others in the department, and we will not react with jealousy or spite or in any manner that is less than professional with respect thereto.

Dated this ____ day of _____, _____

Name: _____

Signature: _____

Name: _____

Signature: _____

Witness: _____

Signature: _____

Approved by the Mescal-J6 Fire District Governing Board on October 12, 2015. Replaces February, 2012