
SATURNA ISLAND FIRE PROTECTION SOCIETY

POLICY #8 RESPECT/HARASSMENT

Approved: January 13, 2025

Purpose

This policy establishes standards of respect and behavior to ensure a positive and harassment-free environment for all members of the Saturna Island Fire Protection Society (SIFPS), including Firefighters, Saturna Island Rescue (SIR) personnel, and all volunteers. It reflects the commitment to maintaining a safe, inclusive, and professional community.

Policy

1. Respectful Conduct
 - All members, volunteers, and personnel must treat one another with respect, courtesy, and professionalism. Disrespectful behavior, bullying, or discrimination will not be tolerated.
 - Respect includes active listening, acknowledging diverse perspectives, and resolving conflicts constructively.
2. Harassment-Free Environment
 - Harassment in any form, including but not limited to verbal, physical, or psychological abuse, is strictly prohibited.
 - Harassment includes unwelcome comments or actions based on race, gender, religion, sexual orientation, disability, or any other protected characteristic.
 - Sexual harassment, including inappropriate advances, jokes, or remarks, is not acceptable in any setting.
3. Reporting and Resolution
 - Individuals experiencing or witnessing harassment should report the incident to the designated officer or a member of the SIFPS Board.
 - Reports will be handled promptly, confidentially, and without fear of retaliation.
 - Appropriate actions, including mediation, warnings, or disciplinary measures, will be taken to address confirmed violations.
4. Training and Awareness
 - All members and volunteers will participate in mandatory training on respect and harassment prevention.
 - Regular workshops or reminders will ensure continued awareness and understanding of this policy.

5. Accountability

- Leaders, including SIFPS Board members, Fire Chiefs, and SIR leadership, must model respectful behavior and enforce this policy.
- Breaches of this policy may result in disciplinary action, up to and including termination of membership or volunteer service.

By adopting this Respect/Harassment Policy, SIFPS affirms its dedication to fostering a culture of respect and integrity across all levels of the organization.