

Scotts Valley Fire Protection District	Policy: 804
Subject: Anti-Retaliation	ADOPTED: August 11, 2004

Policy 804: Anti-Retaliation

1. No Tolerance

Scotts Valley FPD prohibits and does not tolerate retaliation against any member because of that member's participation in protected activities, including but not limited to good faith reporting of workplace wrongdoing, making a protected claim against the organization, participating in any related investigation, or properly using District benefits. Any member who engages in prohibited retaliation is subject to disciplinary action, up to and including possible termination.

2. Apparent Authority

Regardless of title or position, no person has the authority (expressed, actual, apparent or implied) to retaliate against any member.

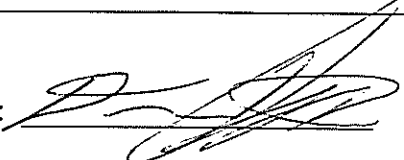
3. False Allegations

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

4. Reporting Procedure

Refer to Policy 803: Open Reporting

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Board Chairperson:  Fire Chief: 