

<b>Scotts Valley Fire Protection District</b>	<b>Policy: 806</b>
<b>Subject: Violence/Threats of Violence</b>	<b>ADOPTED: August 11, 2004</b>

***Policy 806: Violence/Threats of Violence***

**1. No Tolerance**

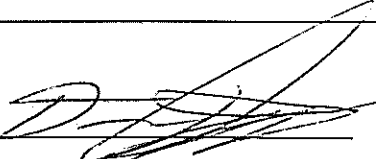

Scotts Valley FPD is committed to preventing workplace violence and providing a safe work environment. The District prohibits and does not tolerate violent acts or threats against members, visitors, guests or other individuals within its facilities or during any District-related activity (including off duty periods).

Violence may be described as verbal or physical threats, intimidation, and / or aggressive physical contact. Prohibited contact 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, hazardous devices or substances, 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. Members are also expected to refrain from fighting, "horseplay" or other conduct that may be dangerous to others. Scotts Valley FPD will promptly and thoroughly investigate all reports of threats of (or actual) violence and of suspicious individuals or activities.

The identity of the individual making a report will be protected as much as is practical. In order to maintain workplace safety and the integrity of its investigation, Scotts Valley FPD may suspend members, either with or without pay, pending investigation.

Board Chairperson: 	Fire Chief: 
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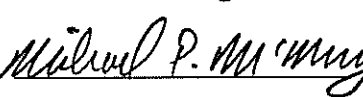
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Violators of this policy are subject to disciplinary action, up to and including discharge, for any violation reasonably believed to have been committed. Violations of this policy may also result in arrest and / or prosecution.

**2. Reporting Procedure**

All threats of (or actual) violence, both direct and indirect, should be reported as soon as possible to your supervisor (*Refer to Policy 803: Open Reporting*). This includes threats by members, as well as threats by vendors, solicitors, or other members of the public. When reporting a threat of violence, you should be as specific and detailed as possible.

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