

GERMAN TOWNSHIP FIRE-RESCUE

PROFESSIONAL VOLUNTEERS FAITHFULLY SERVING

8400 Saint Wendel Road

Evansville, IN 47720

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To: All Members
Subject: Zero-Tolerance for bullying or hazing of members
Authority: Chief John M. Buckman III
Date: 02/15/09
Standing Order 2009-001

Zero-Tolerance for Bullying or hazing of members

Bullying or hazing of members is an unreasonable action by any member of this fire department and will not be tolerated for any reason. Bullying most often involves an actual abuse or perceived abuse of power. Bullying or hazing is intended to intimidate, degrade, offend or humiliate another member will not be tolerated. Bullying or hazing most often undermines an individual's human dignity.

Bullying or hazing does not occur with a single event.

What should a member do if they believe they have been or are being bullied or hazed?

Ask the member to stop.

If a member resists stopping in any manner other than offering an apology and stating that it will not happen again the complainant shall immediately report such action to the Chief Officer.

Bullying Policy Statement

German Township Volunteer Fire Department considers workplace bullying unacceptable and will not tolerate it under any circumstances.

Workplace bullying is behavior that harms, intimidates, offends, degrades or humiliates and employee, possibly in front of other employees, clients, or customers. Workplace bullying may cause the loss of trained and talented employees, reduce productivity and morale and create legal risks.

German Township Volunteer Fire Department believes all employees should be able to work in an environment free of bullying. Managers and supervisors must ensure employees are not bullied.

German Township Volunteer Fire Department has grievances and investigation procedures to deal with workplace bullying. Any reports of workplace bullying will be treated seriously and investigated promptly, confidentially and impartially.

German Township Volunteer Fire Department encourages all employees to report workplace bullying. Managers and supervisors must ensure employees who make complaints, or witnesses, are not victimized.

BROTHER FIRST - DUTY ALWAYS

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Disciplinary action will be taken against anyone who bullies a co—employee. Discipline may involve a warning, transfer, counseling, demotion or dismissal, depending on the circumstances.

The contact person for bullying at this fire department is Fire Chief John M. Buckman III/
812-480-4339 or <mailto:john.buckman@insightbb.com>.



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