

SPOKANE COUNTY FIRE DISTRICT 8

Standard Operating Procedures

40.02.07
VIOLENCE AND THREATS
OF VIOLENCE



Adopted: 12/20/16
Reviewed: 11/01/18
Revised: 02/21/19

Approved:

A handwritten signature in black ink, appearing to read "Tony Fisher", is written over a horizontal line.

Purpose: The District is committed to providing a safe and secure environment.

References: N/A

Procedure:

1. Violence and Threats of Violence.

- a) Violence in the workplace, which includes any verbal assault, threatening behavior, or physical assault occurring in or arising from the workplace, will not be tolerated.
- b) This procedure includes members, visitors, guests, and other individuals within District facilities, on District property, and during any District related activity.
- c) Members must immediately and accurately report all incidents of violence or potential violence to their supervisor or supervisor's supervisor, and the 820 officer, whether or not physical injury has occurred.
- d) Incidents of violence include, but are not limited to:
 - i. Intimidation.
 - ii. Harassment.
 - iii. Assault.
 - iv. Battery
 - v. Stalking.
 - vi. Conduct that causes a person to believe that he/she is under a threat of bodily injury.
 - vii. Inflicting or threatening, even in jest, injury or damage to another person's life, health, well-being, family, or property.
 - viii. Possessing a weapon in District buildings or vehicles.
 1. This includes the building or area constituting the principal place where work is performed or assigned.
 2. Including common areas (i.e. hallways) and private or personal work areas (i.e. offices).
 3. Any remote area where the member is engaged in official business, including field locations; and in District-owned vehicles.
 4. Exception: Commissioned law enforcement officers or a weapon on District property occupied as living quarters with written District authorization.
 - ix. Purposefully abusing or damaging District property.
 - x. Using abusive language, gesturing, or raising voices in a threatening manner.

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- e) The District takes the issue of member safety and security seriously.
- f) All reports of violence will be investigated.
- g) If violence is found to have occurred, perpetrators are subject to disciplinary action up to and including discharge.
- h) Members found to have committed violence may also be subject to civil and/or criminal prosecution.