

# SPOKANE COUNTY FIRE DISTRICT 8

## Standard Operating Procedures

### 10.03.06 EQUAL EMPLOYMENT



Adopted:	10/03/17
Reviewed:	06/30/23
Revised:	03/21/18
Approved:	<i>Lonnie J Rash</i>

**Purpose:** To declare Spokane County Fire District 8 as an Equal Opportunity Employer pursuant to applicable federal, state, and local laws.

**References:** Title VII of the Civil Rights Act of 1964

**Procedure:**

1. The District complies with all applicable federal, state, and local laws that prohibit discrimination in employment. No person or member, no matter his or her title or position, has the authority, expressed, actual, apparent or implied, to discriminate against another member of Spokane County Fire District 8.
  - a) This procedure applies while on the job, while representing the District, or during any District-related activity.
2. Spokane County Fire District 8 will administer and conduct all personnel procedures including compensation, benefits, discipline, training, recreational and social activities, and safety and health programs without regard to any legally protected status.
3. Spokane County Fire District 8 will make all recruitment, placement, selection, training, and layoff decisions based on job-related qualifications, abilities unless this statement is in contradiction to a labor agreement. .