

**SPOKANE VALLEY FIRE DEPARTMENT  
Board of Fire Commissioners  
Policy for Discrimination/Harassment #016**

**Purpose:**

It is the policy of the Spokane Valley Fire Department (SVFD) to ensure a workplace free from discrimination, harassment and retaliation.

**Authority/References:**

Resolution 34-87  
S&O 131 – Discrimination/Harassment  
Title VII Civil Rights Act 1964 and 1991  
American with Disabilities Act (ADA)  
Uniformed Service Employment and Reemployment Rights (USERR)  
Executive Order 11246;  
Age Discrimination in Employment Act  
Equal Pay Act  
Immigration Reform and control Act  
Genetic Information Non-Discrimination Act  
Washington State Law against Discrimination RCW 49.60 and 9A.46  
S&O 171 Computers & Electronics

**Policy:**

It is the policy of Spokane Valley Fire Department (SVFD) to provide a work environment for all of its employees, which is free from discrimination on the basis of race, creed, color, national origin, sex, marital status, sexual orientation, age, military/veteran status, or the presence of any sensory, mental, or physical disability or the use of a training dog guide or service animal by the person with a disability. The department strictly prohibits all forms of discrimination including harassment and sexual harassment. Employees who report discrimination/harassment, or who participate in a related investigations are entitled to protection from any form of retaliation.

Any employee responsible for violations of this policy or any form of retaliatory conduct may be subject to disciplinary action, up to and including termination.

Definitions, reporting procedures and investigations relating to discrimination and harassment can be found in S&O 131.

Adopted:  
Spokane Valley Board of Fire Commissioners:  
December 14, 2000

Revised:  
March 16, 1987

Reviewed:  
Spokane Valley Board of Fire Commissioners  
November 23, 2015

Revised:  
Spokane Valley Board of Fire Commissioners  
January 11, 2016