



DELAWARE CITY FIRE COMPANY, NO. 1, INC.
815 5TH STREET
P.O. BOX 251
DELAWARE CITY, DELAWARE 19706-0251

Delaware City Fire Company Documented Administrative Policies		
Work Place Violence		
Policy #: 15-005	Original: February 3, 2017	Revised: July 2022
Approval: Company Floor		Date: 7/6/2022

Objective: The objective of this policy is to (1) reduce the potential for violence on Delaware City Fire Co property (2) encourage an atmosphere that is defined by respect and healthy conflict resolution and (3) mitigate any negative consequences for members that experience or encounter work place violence

Statement: Delaware City Fire Company is committed to providing a safe environment for socializing and conducting business anywhere on our property. The Delaware City Fire Company will not tolerate acts of violence, threats, or intimidation committed against another member, guest, volunteer, employee or member of the public while on our property. Any unlawful actions committed by members, employees or the public will be immediately reported to the proper law enforcement agency.

- 5.0 The Delaware City Fire Company intends to use reasonable legal, managerial, administrative, and disciplinary procedure available to secure our facility from violence and reasonably protect our members and employees from any associated conduct.
- 5.1 Examples of violence, threats, or intimidation prohibited by this policy include, but are not limited to the following:
 - 5.1.1 Physical abuse
 - 5.1.2 Physical or verbal intimidation
 - 5.1.3 Threats
 - 5.1.4 Vandalism
 - 5.1.5 Stalking
 - 5.1.6 Telephone harassment
- 5.2 Any person who feels victimized or has knowledge of a violation of this policy should report it to the President immediately.
- 5.3 Any violations reported will be protected from retaliation, retribution, or further harassment.
- 5.4 The Delaware City Fire Company reserves the right to conduct investigations, searches, and inspections of any personal property on our premises in relation to a reported violation.
- 5.5 Any person found to be in violation of this policy will be subject to discipline through the Discipline Committee up to and including expulsion from the company.
- 5.6 All reports of work place violence will be taken seriously and a thorough investigation will be conducted.