FELTON FIRE PROTECTION DISTRICT

STANDARD OPERATING PROCEDURES

ARTICLE: 1 SOP: 1110

SECTION: 1100 PERSONNEL

SUBJECT: Anti-Retaliation

1. **No Tolerance**

The Felton Fire Protection District prohibits and does not tolerate retaliation against any member because of that member’s participation in protected activities, including but not limited to good faith reporting of workplace wrongdoing, making a protected claim against the organization, participating in any related investigation, or properly using district benefits. Any member who engages in prohibited retaliation is subject to disciplinary action, up to and including possible termination.

1. **Apparent Authority**

Regardless of title or position, no person has the authority (expressed, actual, apparent or implied) to retaliate against any member.

1. **False Allegations**

Felton Fire Protection District recognizes that making false accusation of wrongdoing in bad faith can have serious consequences for those who are wrongfully accused. The fire district prohibits deliberately making false and/or malicious allegations, as well as deliberately providing false information during an investigation. Anyone who violates this rule is subject to disciplinary action, up to and including termination.

1. **Open Reporting**

Refer to SOP # 1111: Open Reporting

Dated: November 7, 2005