

Making the Workplace a better place



---Working together

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Who Loves this Fire Dept. ?





What is our Mission?

Workplace Dynamics

Organizational

Self

Organizational

- Creating a Family & Friendly environment
- Projecting the Fire Dept's vision of a dynamic Fire Service
- Create and Implement process of "Quality Fire Service"



Taking Pride In The Greensburg Fire Department



Harassment in the workplace

It affects everyone:

- Members
- Corporate Officers
- Organization

Acceptable Behavior

Unacceptable behavior

Harassment

Defined:

“When FF or Corp Officer(s) says or does an act of a prohibited nature which unreasonably interferes with ones work performance – OR-- creates an intimidating, hostile, or offensive work environment .“

Various forms of Harassment

- Verbal harassment
- Nonverbal (body language) behavior
- Physical harassment (Hazing, Bullying..)
- Visual displays
- Condition of:
 - belonging to organization
 - Getting Equipment/Assignments/Appointments

Workplace Harassment

Quid Pro Quo

- when a benefit or threat by FF for work action is based upon submission to an unwanted sexual act.

Hostile Environment

- regular or repeated action(s) or visual display(s) that unreasonably interferes with ones job or creates a hostile work environment.



The Greensburg Fire Department

THE POLICY

ZERO TOLERANCE

What You Must do ?

ACT NOW!

- Confront
- Record details
- Report in writing
- Help with the investigation

What We will do!

- Review the complaint
- Discuss with complainant-- specific details
- Follow an action plan based upon facts & degree of offense
 - » --investigate
 - » --interview
 - » --consider the totality of circumstances
 - » --conciliate or mediate
 - » --Make findings
 - » --If cause found-----Discipline

Let's work together to make your
work environment



be based on

Trust, Dignity and Mutual
Respect