

Hazing, Bullying and Pranks

Bullet Points 5/22/16

Begin with a policy statement:

- The fire department has a zero tolerance policy toward workplace and work related hazing or bullying.
- Hazing or bullying of members is unacceptable and will not be tolerated for any reason.
- Personnel should be able to work in an environment free of hazing and bullying.
- The department will not tolerate work related pranks that violate a law or department rule, regulation or policy.

Include definitions

- Bullying: Repetitive acts of aggressive behavior that intentionally threaten, humiliate, intimidate, degrade, or hurt, physically or mentally, another person. Bullying usually involves repeated acts committed by a person or group who has, or is perceived as having, more power than the victim/target of the bullying.
- Hazing: Ritualized harassment, abuse or humiliation used as a way of initiating a person into a group.
- Prank: A mischievous trick or practical joke

Prohibit:

- All acts of bullying and hazing of any member of the department whether on-duty or off-duty
- All acts of bullying and hazing of anyone while on duty, in uniform, or while representing the department
- Participation in any prank that violates a law or violates a department rule, regulation or policy
- Participation in any prank directed at a person (member of the department or civilian) on account of that person's race, ethnic origin, national origin, skin color, gender (including status as pregnant or nursing), religion, disability, age, or sexual orientation.

- Personnel from engaging in any activity, whether intended as a prank or otherwise, that:
 - interferes with or delays response or readiness for response
 - places any member or civilian at risk of injury or harm
 - risks or causes any property damage to department or privately owned property
 - disables any apparatus, equipment, safety equipment, or PPE, if even momentarily.

Other:

- Inform officers of their affirmative obligation to ensure personnel are not bullied, hazed, nor subjected to pranks that violate a law or department rule, regulation or policy
- Establish a reporting procedure appropriate for the department
- Require that all reports of hazing, bullying or pranks be investigated