

UNIFIED FIRE AUTHORITY BOARD POLICY MANUAL	
Chapter 3 <i>UFA Personnel Policies</i>	Section 14 <i>Harassment, Discrimination, and Reprisals</i>

**Relevant Information:** UFA does not tolerate discrimination, retaliation, or any form of harassment based on race, color, national origin, religion, age, disability, genetic information, gender, gender identity, pregnancy, sexual orientation, marital status and military or veteran status.

**Policy Statement:** It is the policy of the Board that UFA will prohibit all discrimination, retaliation, or any form of harassment based on race, color, national origin, religion, age, disability, genetic information, gender, gender identity, pregnancy, sexual orientation, marital status and military or veteran status. UFA does not tolerate discrimination, harassment or retaliation even if it does not rise to the legal definition of these terms: UFA will create policies allowing for the ability to bring complaints of discrimination, retaliation or harassment to the attention of the Board or administration and provide for a proper investigation of such complaints. Violation of this policy will result in discipline, up to and including, termination. This policy is not intended to require additional employee benefits related to family, marital, co-habitant, or dependent status unless provided for by state or Federal law or by contract.