

Hostile Confrontation

A-033

Date: 6-4-1998

Scope: *Union Vale Fire Department Members
Union Vale Fire Department Operations
Union Vale Fire District Property*

Range: Verbal abuse to Violent acts.

The **Board of Fire Commissioners** does not condone and will not tolerate hostile confrontation of any nature, in the **Union Vale Fire District**. Hostile Confrontations are defined as any interaction that is threatening or coercive or any other verbal or physical conduct or contact of any nature that is connected to employment (operational) decision or working conditions or that establishes an intimidating or offensive working condition.

Any **Union Vale Fire Department** volunteer who believes that he or she is the subject of a hostile confrontation should communicate the facts at once to any member of the **Board of Fire Commissioners** or the Chief Officers. Complaints of hostile confrontation will be investigated promptly and treated as confidentially as the circumstances may permit.

Volunteers making complaints will be expected to cooperate, on request by making all the facts of the incident available in writing. Retaliation against any volunteer who makes a complaint is also prohibited under this policy.

Disciplinary action as appropriate will be taken when investigation of a hostile confrontation complaint affirms that such action is appropriate.

Action:

- 1) The most senior member present or member, capable of impartial action shall insure that the following procedures are followed.
- 2) Persons directly involved, or likely to become involved are to be separated.
- 3) A PCR (Prehospital Care Report) or a RMA (Refusal of Medical Aid) will be completed by a New York State Emergency Medical Technician for each person involved as needed. Need shall be determined by EMS personnel.
- 4) No action or lack of action will interfere with any person's ability to communicate with any other agency or person about the incident.
- 5) The people present having direct knowledge of the most recent relevant facts, are to be requested to provide a written statement.
- 6) The Chief of the Union Vale Fire Department will be notified. If the chief is not available, a Union Vale Commissioner is to be notified.
- 7) A written report and all documents obtained pertaining to the incident will be made available to the commissioners and chief, by the member assuming the duties detailed in these guidelines.
- 8) Personnel directly involved, may be relieved of duty immediately by a department officer. Notification by the Chief of department is required to resume normal duties.