

**DISTRICT OF COLUMBIA
FIRE AND EMERGENCY MEDICAL SERVICES DEPARTMENT**

BULLETIN NO. 25

July, 2017(Revised)

DIVERSITY MANAGEMENT PROGRAM

This Bulletin is to inform the employees of the DC Fire and Emergency Medical Services Department of the Diversity Program and the commitment to "Zero Tolerance for Discrimination".

Section 1. Diversity

Cultural diversity is defined as the difference in race, sex, ethnicity, language, nationality, sexual orientation, sexual identification or religion among various groups within a community, organization, or nation. Washington, DC is said to be culturally diverse and its residents include members of different groups. This is the environment in which the emergency care providers of the District of Columbia Fire and EMS Department must operate.

Sensitivity to cultural diversity has continued to be an integral component of the Department's training curriculum. We are determined to bring to all employees an understanding of how biases, prejudices, and stereotypes can negatively impact emergency operations. This effort will help establish a set of academic and interpersonal skills that allow these individuals to increase their understanding and appreciation of cultural differences and similarities within, among, and between groups, though most cultural rules are never written.

Section 2. District of Columbia Policy

Mayor's Order 2002-175, dated October 23, 2002:

In accordance with the DC Human Rights Act of 1977, as amended, DC Official Code Section 2-1401.01 et seq., (Act) the District of Columbia does not discriminate on the basis of actual or perceived: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, familial status, family responsibilities, DNA, matriculation, political affiliation, disability, sexual identification, source of income, or place of residence or business. Sexual harassment is a form of sex discrimination which is prohibited by the Act. In addition, harassment based on any of the above protected categories is prohibited by the Act. Discrimination in violation of the Act will not be tolerated. Violators will be subject to strict disciplinary action.

Section 3. “Zero Tolerance for Discrimination”**The DC Fire and EMS Department has adopted a policy of “Zero Tolerance for Discrimination”.**

This policy was articulated by former Fire Chief Adrian Thompson in the following statement:

“As Chief of the District of Columbia Fire and Emergency Medical Services Department, I hereby express to all employees my commitment and that of the entire agency to a policy of zero tolerance for discrimination. All supervisors and employees of this agency will actively support and enforce the laws against discrimination as they relate to members of this agency, the citizens of the District of Columbia, or anyone else we serve.

Discrimination is illegal and violates local and federal law. Discrimination creates a negative atmosphere which decreases productivity, diminishes morale, destroys professionalism, and undermines the integrity of an organization. Therefore, I regard adherence to and enforcement of the laws against discrimination as the legal responsibility and professional obligation of all employees.

The leadership of this agency is committed to teaching workers about inclusion, respect, treating people with dignity and fairness, being responsive to the needs of diverse communities, increasing knowledge and understanding of different cultures, and providing professional and equal care for all of our clients.

Under this zero tolerance policy, no one will be discriminated against because of actual or perceived: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, familial status, family responsibilities, DNA, matriculation, sexual identification, political affiliation, disability, source of income, or place of residence or business. Additionally, in accordance with Mayor's Order 2002-175, October 23, 2002, sexual harassment is a form of sex discrimination which is prohibited by the Act. Harassment based on any of the above protected categories is prohibited by the Act. Discrimination in violation of the Act will not be tolerated. Violators will be subject to disciplinary action.

I will not condone the refusal of any member of this agency to provide emergency services in an acceptable and professional manner. I will exercise my disciplinary authority swiftly and sternly under the law against any employee of this organization proven to have discriminated against any individual.

This agency's commitment to zero tolerance for discrimination is consistent with the Mayor's belief that ‘everyone matters.’

Section 4. Derogatory, Pornographic and Sexually Explicit Material

It is the policy of the Department to prohibit the use or display of derogatory, pornographic or sexually explicit material of any kind in any Department facility.

"Derogatory" is defined as that information or posting which casts any ethnic or religious group, race, sex, lifestyle or belief in a negative light or which perpetuates negative stereotypes of any person or group, as set forth in this paragraph.

Given the diversity among employees of the Department, this prohibition is deemed essential to properly maintain order and discipline. As such, the posting of information or materials as set forth in the aforementioned paragraph is prohibited. Supervisors, as well as each employee, will be held accountable to ensure that derogatory, pornographic or sexually explicit material is kept out of the work place.

Supervisors will periodically inspect their immediate areas of responsibility for compliance.

[Section 5. Department Diversity Personnel

FEMS employees alleging employment discrimination must first consult an Equal Employment Opportunity Counselor ("EEO") within one hundred-eighty (180) days of the occurrence of the alleged unlawful discriminatory practice, with the exception of a complaint of sexual harassment, which may be filed directly with the Office of Human Rights. The EEO Counselor will attempt to seek an informal resolution of the alleged discrimination complaint. If an informal resolution is not reached, employees may file formal charges with the Office of Human Rights within 15 calendar days of the final interview with the EEO Counselor.

The EEO Counselor works out of the Office of the Fire and EMS Chief. The EEO Counselor is India Daniels and can be reached at (202) 673-4423 or india.daniels3@dc.gov. The Diversity Program Manager/EEO Officer manages the DCFEMS EEO Program.]