

Ponderosa Volunteer Fire Association, Inc.
Non-Discrimination Policy Regarding Employee Volunteer Activities

The Organization will not tolerate nor accept discriminatory actions against any employee who chooses to volunteer in other volunteer emergency service organizations.

The Organization encourages employees to participate in their community's volunteer emergency service organizations and also understands that employees may not volunteer for this Organization.

The Organization will take all allegations of discrimination as above seriously and determine what constitutes discrimination based on a review of the facts and circumstances of each situation. The Organization will make every effort to ensure that those named in the report, or are too closely associated with those involved in the report, will not be part of the investigative team. The Organization reserves the right and provides notice that third parties may be used to investigate discriminatory claims.