

## **CLIO AREA FIRE DEPARTMENT POLICY**

### **RACE AND NATIONAL ORIGIN**

Title VII of the Civil Rights Act of 1964 requires an employer to maintain a working environment free of harassment on the basis of race and national origin. Prohibited racial and national origin harassment includes the following.

“Racial, ethnic slurs and other verbal or physical conduct relating to an individual’s race or national origin constitute harassment when this conduct: (1) has the purpose or effect of creating an intimidating, hostile or offensive working environment; (2) has the purpose of or effect of unreasonably interfering with an individual’s work performance; or (3) otherwise adversely affects an individual’s employment opportunities.”

The Clio Area Fire Department will not tolerate racial or ethnic slurs to or by any member. Any member who engages in such conduct is subject to disciplinary action up to and including discharge.