

purposeful insubordination meant to disrupt and undermine operations and respecting the rights of their co-workers.

IV. PROCEDURE

- A. If you experience any harassment or witness any harassment, or believe you have been treated in an unlawful, discriminatory manner, you may report the incident to one of the following individuals;
1. Any of the Chief Officers or members of the Board of Fire Commissioners

By Order of Board of Fire Commissioners – Stillwater Fire District

Chairman Board of Fire Commissioners