

Unit Order 41 - Conduct Towards Others - Hazing

PURPOSE:

The purpose of this Station Order is to reinforce existing policy governing Hazing in the workplace. Nothing in this station policy shall supersede existing Department policy as it relates to section 3-01/030.73 HAZING or 3-01/030.15 CONDUCT TOWARD OTHERS.

SCOPE:

This directive applies to all station personnel.

DIRECTIVE:

All personnel assigned to West Hollywood Station shall be held accountable for any act or action that violates Department policy pursuant to issues of hazing. Any act of hazing shall be reported. This applies to all employees, sworn or civilian, full-time or part-time, supervisor or subordinate, tenured, as well as those newly assigned.

Hazing as defined by Department policy is as follows:

3--01/030.73 HAZING:

All Department members shall treat every co-worker, whether sworn or civilian, with respect. Hazing is prohibited. Hazing includes but is not limited to: unreasonable, unnecessary, oppressive, or humiliating expectations or demands of trainees, junior, or new personnel by training officers or other tenured personnel. Hazing may also be a manifestation of racial, ethnic, gender, or other prejudice, and in such cases constitute discrimination. Whatever the motivation, hazing is mistreatment which may take the form of verbal/written harassment, ignoring the presence of a co-worker, or physical harassment such as requiring someone to perform unnecessary or unattainable tasks or to behave in humiliating or painful ways. Allegations of hazing shall be investigated in the same manner as allegations of discrimination.

Employees shall observe the following rules of conduct:

3-01/030.15 CONDUCT TOWARD OTHERS:

- Members shall conduct themselves in a manner that will foster the greatest harmony and cooperation between themselves and the units of the Department.
- Members shall not intentionally antagonize any person with whom they come in contact and shall treat all persons in a respectful, courteous and civil manner.

Consistent with the specific language stated in Department policy, it SHALL be the responsibility of all West Hollywood Station personnel to treat their fellow members, both sworn and civilian, with the most utmost respect at all times. Neither Department policy nor station policy provides for a differentiation between tenured personnel and personnel on training status. It is especially important that every effort is made to not only welcome, but assist assigned personnel during their introductory period at West Hollywood Station.

It cannot be emphasized strongly enough that hazing is a form of discrimination and, as such, cannot and will not be tolerated in any form.
