

## **103 SAFE WORKPLACE**

East County Fire & Rescue strives to provide a safe workplace for all ECFR members and the public. All members shall be diligent in their efforts to conduct themselves in a safe manner. Anyone who discovers a safety hazard at any District facility or on scene of an incident, or witnesses an unsafe act by a fellow employee or a member of the public shall attempt to mitigate the unsafe circumstance if they can do so safely. All unsafe circumstances shall be brought to a supervisor's attention immediately.

### **103.1 - Concealed Weapons - *Reference PPG #33-J***

ECFR forbids and does not tolerate weapons on District property, in District apparatus, or during any District-related activity.

Weapons include visible or concealed weapons - except those concealed weapons for which the owner has necessary permits. Weapons include firearms, fixed-blade knives or folding knives with a blade longer than 3 ½ inches, explosive materials; or any other objects that could be used to harass, intimidate, or injure.

This section does not pertain to sworn law enforcement officers while on duty or, by agency policy, are required to carry weapons while off duty.

### **103.2 Violence/Threats of Violence - *Reference PPG #41-J***

ECFR prohibits and does not tolerate violent acts or threats against members, visitors, guests, or other individuals within its facilities or during any District-related activity.

Violence may be described as verbal or physical threats, intimidation, and/or aggressive physical contact.

Violators of the Safe Workplace Policy are subject to disciplinary action up to and including discharge for any violation that was committed.