



Deale Volunteer Fire Department & Rescue Squad, Inc.

MEMBERSHIP APPLICATION

Type of Membership: Operational Member Administrative Member Cadet

Legal Name: _____ Age: _____

Nickname: _____

Address: _____ Phone: _____

_____ Zip Code: _____

Email Address: _____

Date of Birth: _____

Sex: M F Race: Black Caucasian Hispanic Other

Blood type: A B AB O Positive Negative

High School Graduate: Yes No If no, highest grade completed _____

Degree: AA BS BA MS MA PhD Major _____

Have you been a volunteer member in Maryland? Yes No

If Yes: Where: _____ County: _____

Have you ever been a volunteer member in Anne Arundel County? Yes No

If Yes, Reason for Leaving: _____ Company # _____

Driver's License Number: _____ Class: _____

Driving Restrictions: _____

Employer: _____ Phone: _____

Employer's Address: _____

_____ Zip Code: _____

Doctor's Name: _____ Phone: _____

Emergency Contact: _____ Phone: _____

Address: _____ Relationship: _____

_____ Zip Code: _____

Special Skills: _____

Fire Department Training: _____



Deale Volunteer Fire Department & Rescue Squad, Inc.

Legal Name: _____

Social Security Number: _____

If Under 18 Year of Age, Printed Name, Signature, and Phone Number of Parent or Guardian:

I promise to obey the rules and regulations of the Deale Volunteer Fire Department.

Signature: _____ Date: _____

Member Proposed By: _____

Investigation Sent Out on _____ by _____

Membership Committee Approval by _____ on _____

Date of Membership Approval: _____ Probation Ending: _____

Application Sent to Volunteer Coordinator on _____



Deale Volunteer Fire Department & Rescue Squad, Inc.

WORKPLACE SEXUAL HARASSMENT POLICY

PURPOSE: To affirm that all members of the Deale Volunteer Fire Department & Rescue Squad, Inc. and career personal assigned to Deale shall have the right to serve in an environment free from all forms of discrimination and conduct which can be considered harassing, coercive, or disruptive, including sexual harassment.

THIS POLICY IS BEING ISSUES IN CONFORMANCE WITH TITLE VII OF THE CIVIL RIGHTS ACTS OF 1964, AS AMENDED.

POLICY: IT IS THE POLICY OF THE DEALE COLUNTEER FIRE DEPARTMENT & RESUCE SQUAD, INC. THAT SEXUAL HARASSMENT IS A FORM OF MISCONDUCT WHICH WILL NOT BE TOLERATED.

No member – either male or female – should be subject to unsolicited and unwelcome sexual overtures or conduct either physical, verbal or visual, sexual advances, requests for sexual favors and other sexual oriented conduct, which is offensive or objectionable to the recipient. Examples of acts which may constitute sexual harassment are derogatory or suggestive comments, slurs or gestures: and offensive posters, cartoons or drawings or impugning the reputation of organization members by spreading rumors or assertions of improper sexual conduct. Harassment or discrimination will not be tolerated by Deale Volunteer Fire Department & Rescue Squad, Inc. Members found to be participation in any form of job based harassment or discrimination and/or retaliating against another member for filing harassment or discrimination complaint(s) shall be subject to progressive disciplinary action up to and including **termination from membership.**

It is recognized that at times inappropriate interpersonal conduct may occur between members and others that is not covered by this Policy. This Policy is specifically concerned with harassment that is occurring based on one of the statues stated above. Forms of misconduct or harassment not covered by this policy may be address under conduct unbecoming standards or other rules and regulation of the Deale Volunteer Fire Department or the Anne Arundel County Fire Department.

COMPLAINT PROCEDURE: Any member who believes he or she is a victim of discriminatory workplace harassment should make a complaint orally or in writing directly to the Chief, President or on duty career/volunteer officer in accordance with executive regulations 92.1 or any other applicable Local, State, or Federal regulations. Each complain of harassment or discrimination will be reported to the County Fire Department and be fully/completely investigated in accordance with current County reciprocity agreement and Company By-Laws by the President, Chief or his/hers designee(s). The investigation shall be initiated as soon as practical once the complaint is lodged.

IT IS THE RESPONSIBILITY OF THE OFFICERS AND EVERY MEMBER OF THE DEPARMTENT TO ENSURE THAT THE DEALE VOLUNTTER FIRE DEAPRTMENT & RESUCE SQUAD IS IN FULL COMPLAINCE WITH THIS POLCIY. ANY MEMBERS FOUND TO BE IN VOLATION OF THIS POLICY WILL BE SUBJECT TO DISCIPLINARY ACTION UP TO AND INCLUDING DISMISSAL.

A MEMEBR HAS THE LEGAL RIGHT AT ANY TIME TO RAISE THE ISSUE OF HARASSMENR WITHOUT FEAR OR REPRISAL.

I acknowledge that I have read and understand the above Deale VFD Workplace Sexual Harassment Policy.

Signature

Printed Name

Date



Deale Volunteer Fire Department & Rescue Squad, Inc.

WORKPLACE DISCRIMINATION HARASSMENT POLICY

PURPOSE: The purpose of this policy is to clearly establish the Deale Volunteer Fire Department & Rescue Squad Inc. commitment to provide an environment free from discrimination and harassment, to define discriminatory harassment, and to set forth the procedure for investigating and resolving internal complaints of harassment.

POLICY: IT IS THE POLICY OF THE DEALE VOLUNTEER FIRE DEPARTMENT & RESUCE SQUAD, INC. THAT DISCRIMATORY HARASSMENT IS A FORM OF MISCONDUCT WHICH WILL NOT BE TOLERATED.

This policy applies to all volunteer members of the Deale Volunteer Fire Department & Rescue Squad, Inc. Harassment of an applicant, client, contractor, career fire department employee, business invitee, customer, civilian or member by a member on the basis of race, religion, color, national origin, ancestry, disability, medical condition, marital status, pregnancy, sexual orientation, gender, gender identity, or age is explicitly in violation of Federal, State and/or County Law and County policy. Harassment or discrimination will not be tolerated by Deale Volunteer Fire Department & Rescue Squad, Inc. Members found to be participation in any form of job based harassment or discrimination and/or retaliating against another member for filing harassment or discrimination complaint(s) shall be subject to progressive disciplinary action up to and including **termination from membership.**

It is recognized that at times inappropriate interpersonal conduct may occur between members and others that is not covered by this Policy. This Policy is specifically concerned with harassment that is occurring based on one of the statutes stated above: race, religion, color, national origin, ancestry, disability, medical condition, marital status, pregnancy, sexual orientation, gender, gender identity, or age. Forms of misconduct or harassment not covered by this policy may be addressed under conduct unbecoming standards or other rules and regulation of the Deale Volunteer Fire Department or the Anne Arundel County Fire Department.

COMPLAINT PROCEDURE: any member who believes he or she is a victim of discriminatory workplace harassment should make a complaint orally or in writing directly to the Chief, President or on duty career/volunteer officer in accordance with executive regulations 92.1 or any other applicable Local, State, or Federal regulations. Each complaint of harassment or discrimination will be reported to the County Fire Department and be fully/completely investigated in accordance with current County reciprocity agreement and Company By-Laws by the President, Chief or his/hers designee(s). The investigation shall be initiated as soon as practical once the complaint is lodged.

IT IS THE RESPONSIBILITY OF THE OFFICERS AND EVERY MEMBER OF THE DEPARTMENT TO ENSURE THAT THE DEALE VOLUNTEER FIRE DEPARTMENT & RESUCE SQUAD IS IN FULL COMPLIANCE WITH THIS POLICY. ANY MEMBERS FOUND TO BE IN VIOLATION OF THIS POLICY WILL BE SUBJECT TO DISCIPLINARY ACTION UP TO AND INCLUDING DISMISSAL.

A MEMBER HAS THE LEGAL RIGHT AT ANY TIME TO RAISE THE ISSUE OF HARASSMENT WITHOUT FEAR OR REPRISAL.

I acknowledge that I have read and understand the above Deale VFD Workplace Sexual Harassment Policy.

Signature

Printed Name

Date