



Position Statement

No Tolerance for Discriminatory Behavior in the Fire and Emergency Service

The IAFC firmly believes in no tolerance for acts of inappropriate and illegal discriminatory behaviors in the fire and emergency service. This is applicable to all persons at all times.

Discrimination in any form that is based on race, color, religion, sex, or national origin whether it is individually based or institutional, creates separation and promotes division. Such discrimination is in violation of Title VII of the Civil Rights Act of 1964. Discriminatory behavior will prevent efforts to build a quality, cohesive and professional fire service. We must specifically promote diversity in all of its forms and affirm the principles of justice and nondiscrimination.

The fire and emergency service will tolerate nothing less than a diverse, accepting and inclusive workforce. No member of a fire or emergency service agency/organization shall participate in acts construed to be discriminatory at any time.

The IAFC strongly recommends that all fire and emergency service agencies/organizations develop written policies and have procedures in place to support and enforce these policy recommendations. Included in these policies should be no tolerance for acts of deliberate and/or intentional and illegal discrimination.

Adopted by: **IAFC Board of Directors**
Date of Adoption: **12 September 2006**