

# ALASKA FIRE CHIEF'S ASSOCIATION

## RESOLUTION NO. 2007-05

### A RESOLUTION ON ANTI-DISCRIMINATION, ANTI-HARASSMENT AND CONFLICT OF INTEREST POLICIES FOR THE ALASKA FIRE CHIEFS ASSOCIATION;

WHEREAS: On Anti-Discrimination; the Alaska Fire Chiefs Association is an "equal opportunity organization." The Alaska Fire Chiefs Association will not discriminate and will take "affirmative action" measures to ensure against discrimination in membership, employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of membership against any member, employee or job applicant on the bases of race, creed, color, national origin, gender, or sexual orientation, or any other legally protected characteristics.

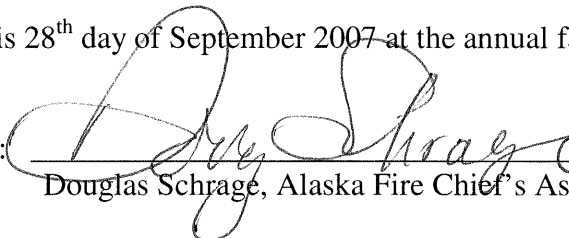
This policy is also applicable to the selection of vendors for services or the selection of program recipients.

WHEREAS: On Anti-Harassment; the Alaska Fire Chiefs Association is committed in all areas to providing a work environment that is free from harassment. Harassment based upon an individual's sex, race, ethnicity, national origin, age, religion or any other legally protected characteristics will not be tolerated. All members and employees, including any appointed or elected personnel, are expected and required to abide by this policy. No person will be adversely affected within the Alaska Fire Chiefs Association as a result of bringing complaints of unlawful harassment. If a person feels that he or she has been harassed by a member of the Alaska Fire Chiefs Association on the basis of his or her sex, race, national origin, ethnic background, or any other legally protected characteristic, they should immediately report the matter to the President of the Board of Directors of the Alaska Fire Chiefs Association. If the President is not available, or if the reporting party feels it would be inappropriate to inform that person, the individual should contact a member of the Board of Directors of the Alaska Fire Chiefs Association.

WHEREAS: On Conflict of Interest; the Alaska Fire Chiefs Association is committed in all areas to providing an environment and organizational structure free from any perception of a possible conflict of interest. A conflict of interest is any situation where a person may have a competing professional or personal interest to the Alaska Fire Chiefs Association. Those with a conflict of interest are expected to excuse themselves from (i.e., abstain from) decisions where such a conflict exists. The Alaska Fire Chiefs Association will utilize the State of Alaska Ethics policies as guidance for determining potential conflicts of interest.

Adopted this 28<sup>th</sup> day of September 2007 at the annual fall conference in Valdez, Alaska.

Attested by:

  
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Douglas Schrage, Alaska Fire Chief's Association President