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| ***REPLACE WITH YOUR MASTHEAD*** | | |
| **VFIS logo black JPG** | **SOG Title:** | |
| **SOG Number:** | |
| **Original Date:** | **Revision Date:** |
| **ABC Fire Department General Operating Guideline** | | |

**Retaliation**

***This is a sample of a standard operating guideline (SOG) on this topic. You should review the content, modify as appropriate for your organization, have it reviewed by your leadership team and if appropriate your legal counsel. Once adopted, make sure the SOG is communicated to members, implemented and performance monitored for effective implementation.***

**Policy:**

[Organization’s name] prohibits and does not tolerate retaliation against any organization member because of that member making a good faith report of workplace wrongdoing, making a claim against the organization, participating in any related investigation, or using [Organization’s name] benefits. Any member who engages in such prohibited retaliation is subject to disciplinary action, up to and including termination. Regardless of title or position, no person has the authority (expressed, actual, apparent or implied) to retaliate against any member.

***This is a sample guideline furnished to you by VFIS. Your organization should review this guideline and make the necessary modifications to meet your organization’s needs. The intent of this guideline is to assist you in reducing exposure to the risk of injury, harm or damage to personnel, property and the general public. For additional information on this topic, contact your VFIS Risk Control representative.***