



Virginia Beach Department of Emergency Medical Services



CASS # 106.05.03

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Administration

EQUAL OPPORTUNITY POLICY

PURPOSE: The purpose of this policy is to affirm the Department's position as it applies to the Federal, Commonwealth, and municipal equal opportunity laws and policies.

APPLICABILITY: This policy shall apply to all members of the Department of Emergency Medical Services.

POLICY STATEMENT:

1. It is hereby reaffirmed that it shall be a policy of the Department of Emergency Medical Services, applicable to all Volunteer Rescue Squads, to maintain and promote equal opportunity for all members thereof, as well as applicants and trainees in accordance with the published policies of the City of Virginia Beach and relevant Commonwealth and Federal law. No officer, supervisor, administrator, instructor or other individual in authority within the Department of Emergency Medical Services shall discriminate in any phase of service on the basis of race, color, religion, sex or national origin, or by any reason of any handicap or disability which does not actually disqualify the individual for the position held or sought.
2. This policy shall be applicable to all aspects of volunteer service in which discrimination can exist, including recruitment, advertising for volunteers, training, certification, position or shift assignments, transfers and terminations.
3. An individual who believes that he or she has experienced discrimination in violation of this policy may bring his or her concern directly to the Chief of Emergency Medical Services, who shall make a determination of whether there has been unfair treatment.

The EMS Chief may hold in abeyance any rejection of application, reassignment or termination while such a complaint is being investigated, and may cause any adverse action to be set aside and order appropriate remedial action if it is determined that a breach of the Equal Opportunity Policy has occurred.

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This policy shall become effective upon the approval of the Chief of Emergency Medical Services.

APPROVED:

 **9/13/2004**

EMS Chief

Date

LEGAL REVIEW

Signature on File

City Attorney's Office

Date

Originated
9/13/2004

Revised