



General Order

Department of Fire & EMS

G.O. #: 10-7-25

Subject: S.O.P. 2.19: Harassment and Inappropriate behavior

Date: October 24, 2025

Authority: Chief Michael W. Robinson, Director *MWR*

This S.O.P. is now posted and is in effect. This has been promulgated by the County Commissioners and shall apply equally to both career and volunteer personnel of the department. It is the responsibility of all personnel to review and become familiar with this policy.

Carroll County Commissioners are committed to providing and maintaining a workplace where all people are treated with dignity, decency and respect. Carroll County Commissioners will not tolerate inappropriate behavior, discrimination, harassment, or retaliation of any kind.

Employees at every level, as well as applicants, clients, customers, contractors, vendors, volunteers, and other non-employees are expected to uphold the principles of dignity, respect, and equal opportunity.

Appropriate disciplinary action, up to and including dismissal, may be taken against any employee who violates this policy. Additionally, supervisors who knowingly allow or tolerate discrimination, harassment, or retaliation, including the failure to immediately report such misconduct to Human Resources, are in violation of this policy and may be subject to disciplinary action up to and including dismissal.

This policy applies to all employees and volunteers, regardless of their role, seniority, or employment classification. It also applies to interactions with non-employees in the workplace or during work-related activities. Additionally, employee conduct outside of work may be subject to this policy when such behavior has an adverse impact on the workplace, the county's reputation, or the safety and well-being of others.