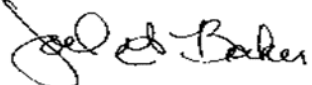




MESSAGE FROM THE CHIEF

TO: All Fire Department Personnel
FROM: Joel G. Baker, Fire Chief 
DATE: May 6, 2020
SUBJECT: E202.3 Discrimination, Harassment, and Retaliation Policy

In January 2020 I provided you a revised draft of E202, the department's Harassment Prevention Policy for comments. The policy needed revisions to address requests from the City of Austin Human Resources Department, City Legal, and the Public Safety Commission to update and standardize language across all City policies. There was a delay while we discussed procedure changes and addressed coronavirus issues. The E202.3 policy that is being adopted today is now titled [E202.3 Discrimination, Harassment, and Retaliation Policy](#). Adjustments to this policy include legal definitions of terms and the corporate process related to third-party investigation of all sexual harassment allegations and certain allegations against department executives.

While the changes are not a huge departure from the previous policy, I believe this is a good time for all sworn members to perform a thorough review of E202.3. Company Officers and Battalion Chiefs shall dedicate time to discuss the policy with their crews, ensuring that it is fully understood and questions regarding the procedures are addressed.

Within company journals, Company Officers shall document a review of the E202.3 policy for each company member. Verification of policy review documentation will be the responsibility of the Battalion Chiefs. This review must be completed by all uniformed personnel no later than July 2, 2020.

Please direct your questions through your chain of command.