

Grand Forks Fire Department

Standard Operating Procedures

SOP# 100.04	Section Rules and Regulations	Title Equal Employment Opportunity
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- I. Employment and promotions within the department shall be based on valid job related needs and criteria.

- II. Supervisory and employment-related decisions shall not be based on age, color, disability, ethnicity, national origin, political affiliation, race, religion, gender, or sexual orientation, unless such factors are directly related to bona fide position qualifications.

- III. All members shall become familiar with and comply with the provisions of this jurisdiction's Equal Employment Opportunity Policies and Affirmative Action Plan. See the applicable sections of the Human Resources Handbook.