

**FIRE COMMISSION**  
City and County of San Francisco  
Edwin M. Lee, Mayor

Ken Cleaveland, *President*  
Stephen A. Nakajo, *Vice President*  
Michael Hardeman, *Commissioner*  
Francee Covington, *Commissioner*



698 Second Street  
San Francisco, CA 94107  
Telephone 415.558.3451  
Fax 415.558.3413  
Maureen Conefrey, *Secretary*

**RESOLUTION 2017-01**

**RESOLUTION RECOMMENDING THAT THE SAN FRANCISCO FIRE  
DEPARTMENT REQUIRE THAT ALL MEMBERS, UNIFORMED AND  
CIVILIAN TAKE THE BIENNIAL HARASSMENT PREVENTION  
TRAINING**

WHEREAS, The San Francisco Fire Commission upholds the City's Policies regarding Discrimination, Harassment and Retaliation Free Workplace and Sexual Harassment; and

WHEREAS, The San Francisco Fire Commission supports the City's biennial Harassment Prevention Training for Supervisors in compliance with California State Law AB 1825; and

WHEREAS, The San Francisco Fire Commission believes it would be valuable to the Fire Department to administer the City's Harassment Prevention Training module to all Fire Department employees on a regular basis; and

WHEREAS, The San Francisco Fire Commission deems it important for the Fire Department to administer the City's Harassment Prevention Training module to entry-level uniformed and new hire civilian employees during their probationary period, now, therefore, be it

RESOLVED, That the Fire Commission of the City and County of San Francisco hereby exercises its authority under San Francisco Administrative Code Section 2A.90 to rule as follows:

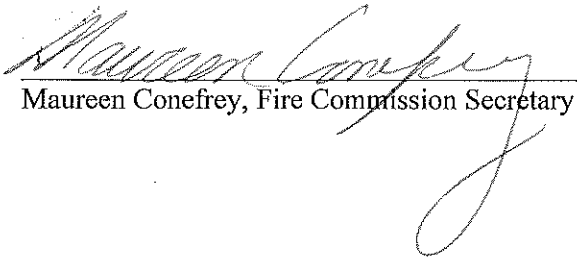
- (I) That beginning with the 121st Fire Academy, the Fire Department will administer the City's Harassment Prevention Training module to entry-level uniformed and new hire civilian employees during their probationary period;
- (II) That the successful completion of the City's Harassment Prevention Training module will be a requirement to pass probation for entry-level uniformed and new hire civilian employees;
- (III) That the City's Harassment Prevention Training module will be part of the Probationary Handbook for entry-level uniformed employees;
- (IV) That Fire Department Supervisors will be required to take the City's 2017 Harassment Prevention Training Program in accordance with the citywide compliance schedule for California State Law AB 1825; and

(V) That the next scheduled Department-wide Harassment Prevention Training for all Fire Department employees will be in 2019 to coincide with the citywide compliance schedule for California State Law AB 1825.

Adopted at the Regular Meeting of the San Francisco Fire Commission on February 8, 2017.

Ayes: 4

Nays: 0

  
Maureen Conefrey, Fire Commission Secretary