

## Hutto Fire Rescue/Williamson County Emergency Services District #3 “HUMAN DIGNITY STATEMENT”

**Hutto Fire Rescue** continues to face ever evolving challenges as it provides fire and rescue services to the Hutto Community. In an environment where technology and demographic composition of our society and workforce is changing at an unparalleled rate, we acknowledge these challenges and look to our greatest resource, our members, to answer each call in a manner which respects our fellow members and the public at large.

As **Hutto Fire Rescue**, we continue to take steps forward to ensure human dignity by avoiding discrimination or unfair treatment including but not limited to, a basis on race, color, spirituality, gender, age, national origin, ancestry, socio-economic backgrounds, sexual orientation, gender expression, gender identity, ethnicity, marital status, or any legally protected characteristic. To allow such discrimination or unfair treatment, whether active or passive, weakens our abilities to respond to our varied customer bases, and causes division among our ranks

As a member of **Hutto Fire Rescue**, I pledge to lead by example to ensure my co-workers and the citizens I have sworn an oath to protect, are respected and treated in a fair and humane manner.

I will:

1. Not engage in discrimination and/or harassment of any kind.
2. Actively work to prevent any potential racism, sexism, intolerance, and bigotry within Hutto Fire Rescue.
3. Work to remove social barriers through collaboration, problem solving, and the constructive resolution of conflicts.
4. Engage in difficult conversations, listen, learn, and hold ourselves accountable for real, lasting, and positive change.
5. Encourage each other to communicate and behave in a manner which is sensitive to and acknowledges the viewpoints of others.
6. Exercise the use of our resources to provide members and customers with the tools needed to achieve greater equality.

All Hutto Fire Rescue members are expected to always treat each other with respect and kindness. Inappropriate behavior towards members or customers is not acceptable and will not be tolerated (see SOP *Harassment Prevention Policy* and SOP *Bullying Prevention*).