

## MEDIA DISPLAY AND VIEWING POLICY

### POLICY STATEMENT

It is the policy of the Department of Fire, Rescue and Inspection Services to provide a work environment, within Department facilities, free from media material (print, photo, audio and video) that is racially, ethnically, religiously and/or sexually derogatory or offensive to all employees, a segment of employees, or the public we serve.

This policy is not intended to infringe upon employees constitutional rights to read or write whatever they want to when in private. Nor is it the intent to invade the privacy of employees sleeping areas, lockers, or other private areas.

### PROCEDURES

- I. Within all Department facilities, except as provided in the above statement specifically prohibited are:
  - A. Girlie, cheesecake/beefcake type posters/photos and pinups.
  - B. Viewing of Playboy-type channels/programs available through cable television or private tape or any x-rated or soft core pornography video material, whether obtained from private tapes, cable television or satellite hookup.
  - C. Posters or pictures defaming a particular race, religion, gender or ethnic makeup.
  - D. Display or viewing of magazines/materials which are sexually explicit, such as Playboy, Penthouse, Hustler, Playgirl.
- II. Enforcement of Policy
  - A. Fire Stations
    1. Station Commanders shall be responsible to see that all material displayed within areas of the Fire Station, grounds or apparatus on an ongoing basis is in compliance with this policy.

MEDIA DISPLAY AND VIEWING POLICY

2. Shift Commanders shall be responsible to see that all material displayed within areas of the Fire Station, but under shift control (chow lockers, kitty lockers, individual personal lockers, etc.) is in compliance with this policy.
3. All officers shall be responsible to see that this policy is enforced on a day-to-day basis.
4. All members shall be responsible to abide by this policy and refrain from displaying or viewing material as prohibited by this policy.

B. Divisional Facilities

Division Chiefs shall be responsible to see that all material displayed within areas of their facilities is in compliance with this policy.

C. Chief's Office

The Fire Chief shall be responsible to see that all materials displayed within the Fire Chief's Office is in compliance with this policy.

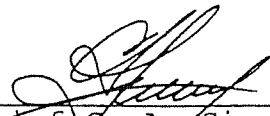
III. Inquiries, Conflict Resolution

- A. In the event questions arise concerning the appropriateness on any particular item, supervisors are encouraged to contact the Department's EEO Officer for guidance. If a supervisor is not satisfied with the recommendation of the EEO Officer, the recommendation shall be followed until the matter is resolved at a higher authority.

MEDIA DISPLAY AND VIEWING POLICY

- B. If a recommendation or decision rendered by the Department's EEO Officer is not satisfactory to those individual(s) making the inquiry, a request for clarification or reassessment shall be forwarded to the Fire Chief. The decision of the Fire Chief shall be final.
- C. Items that come under question as to their appropriateness for display or viewing shall not be displayed or viewed until a decision is rendered from a higher supervisory level or the Department's EEO Officer. No discipline shall be taken against individuals who comply with this provision on questionable items; rather the intent shall have been satisfied by removing the item until a decision is rendered.

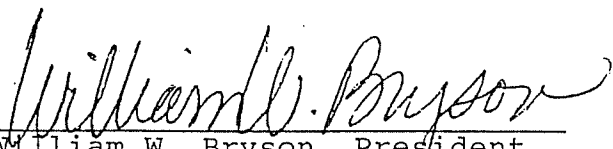
APPROVED

  
Chief G. A. Gimenez, Director  
Fire, Rescue and Inspection  
Services Department

DATE

10/24/91

APPROVED

  
William W. Bryson, President  
Miami Association of Fire  
Fighters, Local 587 IAFF

DATE

10/24/91