



Board of Fire Commissioners - Fire District No. 1  
120 Haddon Avenue, Westmont, New Jersey 08108

RESOLUTION #17

May 23, 2019

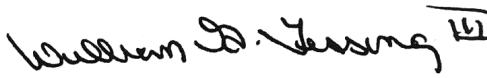
Whereas the Board of Fire Commissioners, Fire District No.1, Township of Haddon desires to comply with recommendations from our Attorneys and provide a Policy for Alcohol Prohibition in Uniform concerning the District.

Therefore, be it resolved that the Board hereby adopts Policy 2019-2 Alcohol Prohibition in Uniform Policy for the District. This will require the individual firefighters to receive a copy and return the confirmation sheet (Last Page) back to the Board by June 30, 2019. Failure to comply will lead to suspension with the District until compliance.

Resolution Introduced by

  
Henry E. Voigtsberger

Resolution Seconded by

  
William G. Tessing 3<sup>rd</sup>

Roll Call:

	Aye	Nay	Abstain
Mr. Voigtsberger	✓		
Mr. Tessing 3rd	✓		
Mr. Jackson 5 <sup>th</sup>	✓		
Mr. Tessing 4 <sup>th</sup>	✓		
Mr. Piscopio	✓		

# HADDON TOWNSHIP FIRE DISTRICT NO. 1

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Policy 2019- 2

## **Alcohol Prohibition in Uniform Policy**

**Purpose:** Haddon Township Fire District #1 (the “District”) recognizes that its officials, volunteers and employees over 21 years of age may legally purchase and consume alcoholic beverages for personal consumption. The District also realizes that actions by members portray an image reflecting upon the entire organization and the faith that the community has in the District’s ability to provide firefighting services. The purchase or consumption of alcohol while in uniform negatively portrays the Fire District. The intent of the policy is for member to not wear their uniform in an establishment where purchase or consumption of alcohol is a primary activity.

**Scope:** This Policy applies to all volunteers, employees, officials and professionals (“Personnel” or “Members”) who have been issued any gear, uniform or equipment that identifies the Fire District or the Fire Company if those items were purchased with District funds (“Uniform Items”). Members should err on the side of caution and assume that all items which contain the District or Company logo were purchased with District funds. This includes all items with the Fire Co. insignia, to include, Class B uniforms, T-shirts, Sweatshirts, Job Shirts, Jackets, and any and all items purchased by the Board for the members.

## **Guidelines**

Members may not wear Uniform Items in any establishments that primarily sell alcohol for consumption on the premises. If the establishment sells alcohol and food for consumption on the premises, Members may not wear Uniform Items if their activities in the establishment center on the purchasing or drinking of alcohol.

This policy does not prevent a Member from having dinner with the Member’s family or lunch with other Members at a restaurant that also serves alcohol, but the policy does prevent that same Member from purchasing or drinking alcohol in the establishment while wearing a Uniform Item.

## **Reporting Violations of this Policy**

If a volunteer or employee becomes aware of a violation of this Policy, he or she should report it to the Board of Commissioners. The District will not take negative action against any employee for reporting in good faith a possible deviation from this Policy or for cooperating in an investigation.

If a Members experiences harassment, discrimination or retaliation for reporting a violation of this Policy, the Member should notify the District’s Board of Commissioners.

HADDON TOWNSHIP  
FIRE DISTRICT NO. 1

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**Adverse Action**

Violations of this Policy related to the purchase or consumption of alcohol while in a Uniform Item will be subject to disciplinary action, up to and including termination of membership with the District.