

# This month's *Working Fire...*

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**Volume 03-10: October 2003**  
**Approx. Program Length: 58:47**

## **FIRELINE**

### **Multiple Car Fires San Francisco, CA**

**Approx. length: 12:37**

A car careened out of control down a steep San Francisco street and plowed into a line of parked cars, setting the rear vehicles on fire via explosion and involving a few more. In addition, the adjacent building next to the cars was threatened. Firefighters suppressed the cars with water to start with while they searched and evacuated the building. Some exposure protection was done also. Firefighters finally went to a foam mix to finish the extinguishment of the cars. Haz-mat was an issue due to the runoff. No casualties were reported. For more information, contact Lt. Jeff Wong, Training Division, San Francisco Fire Department, San Francisco Fire Dept., 2310 Folsom Street, San Francisco, CA 94110 or call him at 415-558-3535.

### **Rear-End Truck Crash Bucks County, PA**

**Approx. length: 6:50**

On the Pennsylvania Turnpike, a pickup truck rear-ended a tractor-trailer at top speed, forcing itself under the rear of the trailer up to the firewall. The driver was severely injured and was saved because his seat broke and ended up in a reclining position. As a result of his injuries, a rapid extrication was desired so he could be transported and this partially determined the extrication method. The trailer was cribbed somewhat and then the pickup was winched out from under the tractor so responders could gain better access. A dash displacement freed the driver who was transported by helicopter. Paramedics started early treatment while the patient was still trapped. For more information, contact Deputy Chief Carman Adornetto, Newportville Fire Company, 2425 New Falls Rd., Newportville, Pa. 19056 or call 215-788-5220.

## **HANDS-ON**

### **On-the-Job Discrimination & Harassment Part II**

**Approx. length: 11:47**

In the conclusion of a two-part series, *Working Fire* presents information of importance to all businesses, but especially fire departments where people work in such close quarters. This month sexual harassment is covered in detail: what constitutes it and in what situations. Examples are given. For more information, contact Ken Clark, Director, HR and Mgmt. Services, Personal Assistance Services, 9735 Landmark Pkwy, Suite 17, St. Louis, MO 63127 or call 800-356-0845.

## **This month's *Working Fire*...**

### **HANDS-ON (cont.)**

#### **R.I.T. & Mutual Aid Partners Part II**

**Approx. length: 7:30**

In the second of this two-part series, we revisit the subject of Rapid Intervention Teams as the knowledge area has developed since we first featured our multi-volume series on the subject back in 1998. As fire departments have embraced the concept and have tried to work it into their response routine, a number of factors have become evident that impact how departments organize and institute a mutual-aid R.I.T. program. The discussion begun last month is continued with a typical rescue scenario demonstrated. For more information, contact Chief Bill Kramer, Deerfield Township Fire Protection District, 8355 Snider Road, Mason, OH 45040 or call him at 513-459-0875.

### **FIRE MEDICS**

#### **Importance of SCBA**

**Approx. length: 13:51**

*Working Fire* has observed over the years various levels of non-compliance among departments wearing SCBA. We also have heard that many firefighters contract lung cancer, often years after they've retired. We were curious about the connection and did some research. We came across Tim Sanders, whose father Ted was a firefighter who died of lung cancer, and his oncologist, Dr. Ramaswamy Govindan, who spoke with us about the causes, symptoms, and cures of lung cancer. The answers are good information for every firefighter. For more information, contact Ramaswamy Govindan, M.D., Associate Professor, Washington University School of Medicine, 4960 Children's Place, Wohl Hospital, 1st Floor, Room 108, St. Louis, MO 63110, call 314-362-4819, or e-mail to rgovinda@im.wustl.edu.

### **EVOLUTIONS 2000**

#### **Kramer vs. Kramer Use of SCBA**

**Approx. length: 2:49**

*Working Fire* and Professor/Chief Bill Kramer present our Continuing Education segment that's worth one credit from the University of Cincinnati. Following up on this month's Fire Medics segment on cancer and SCBA, Bill debates whether SCBA is used as extensively as it should. For more information on how to get your Fire Science degree through the University of Cincinnati, contact Professor Bill Kramer at the Open Learning Fire Service Program, College of Applied Science, University of Cincinnati, 2220 Victory Parkway, ML #103, Cincinnati, Ohio 45206 or call 513-556-6583.

## **This month's *Working Fire*...**

### ***From the Departments Involved...***

#### **DISCUSSION QUESTIONS FOR THIS MONTH'S INCIDENTS**

The departments involved in this month's incidents pose some discussion questions that you can use as discussion-starters in your own department's training sessions. Let's kick it around!

#### **Multiple Car Fires/San Francisco, CA**

**Acting Bat. Chief Bill Long, Battalion 5/San Francisco Fire Dept.**

1. When responding to car fires, particularly where multiple vehicles are involved, think about foam application automatically. If may be needed.
2. Hazardous runoff into city sewers will also be inevitable. Notify your Haz-Mat team and/or Department of Public Works.
3. You have an adjacent structure posing an exposure problem and a couple of burning automobiles which are empty. Which target is of higher priority?

#### **Rear-End Truck Crash/Bucks, County, PA**

**Deputy Chief Carman Adornetto/Newportville Fire Company**

1. Assessment of the patient is critical in devising your extrication strategy. Whether or not time is of the essence will dictate. In this case, our patient wasn't going to make it without a quick exit.
2. As you formulate your strategy, you naturally will gravitate towards one (your Plan A) over other options (possible Plan Bs) as determined by many things including the time issue as mentioned in #1. But be sure and have at least one Plan B should Plan A not work out. You may or may not have a second chance at the removal if your patient is critical.
3. On a busy interstate/limited access highway, get traffic control involved immediately.

# Expanded Training

## On-the-Job Discrimination & Harassment, Part II

### Objectives

After watching this segment, the student shall understand:

1. various kinds of harassment
2. sexual harassment behavior
3. what to do if sexually harassed.

### Standards & Regulations

This training is consistent with Title VII, Civil Rights Act of 1991.

### Training Outline

#### I. TYPES OF HARASSMENT

##### A. Quid Pro Quo

1. This for that
2. Usually occurs within the context of a supervisor/employee relationship
3. "If you don't do (such-and-such), you probably won't get that promotion."

##### B. Hostile Work Environment

1. Severe and pervasive conduct
2. Unreasonable interference with job performance
3. Offensive, intimidating, hostile work environment
4. Can be created by anyone in the workplace

##### C. Sexual Harassment: How to Avoid the "Harasser" Label

1. Anyone may be considered a harasser if that person's behavior towards another becomes unwanted, offensive, hostile, or creates an offensive and disruptive work environment. Unwanted sexual behavior can apply in cases of supervisor to subordinate, or among peers. It is not limited to men/women situations.
2. You cannot assume that your behavior is acceptable to everyone with whom you come in contact. Whether harassment is intended or unintended, you may be appropriately accused of harassment if you indulge in such actions as:
  - a. Making sexual comments about a person's clothing or body.

## On-the-Job Discrimination & Harassment, Part II

- b. Telling sexual jokes; using sexual innuendoes.
  - c. Touching, hugging, patting, kissing.
  - d. Making repeated, unwanted overtures of a sexual nature.
  - e. Displaying lewd or offensive pictures or objects.
  - f. Using lewd or offensive gestures.
3. If you are a supervisor, your subordinates may not feel comfortable in telling you when they are offended or harassed. Try to make it easy for them to speak up regarding their treatment.
  4. Be aware of how people respond to what you do and say. If an individual objects to your behavior towards him or her, listen and heed his or her objections. What is acceptable behavior to some people is not always acceptable behavior to others.
  5. Remember: A complaint of sexual harassment can result in a lawsuit's being filed against the company as well as the harasser.

### II. WHAT ARE MY OPTIONS IF I THINK I'VE BEEN SEXUALLY HARASSED?

The only thing you can be absolutely certain of is that ignoring the situation will not cause it to go away. Above all, do not blame yourself for the harassment. One of the most important things to realize is that the harassment was not your fault. The blame for sexual harassment lies with the perpetrator, not with the recipient. Consider the following steps:

1. Say NO to the harasser! Be direct. Tell the harasser to stop.
2. Meet with Human Resources and report the incident.
3. Write down what is happening to you. Include dates, times, locations, any witnesses, what was said or done, and what you did to try to stop it.
4. Tell someone; don't keep it to yourself. By being quiet about the harassment, you don't help stop it. Chances are extremely good that you aren't the only victim of your harasser. Speaking up can be helpful in finding support and in protecting others from being victims. Talk with a friend, or tell a trusted colleague or supervisor.
5. Tell the harasser in writing that you object to this behavior, and describe what has upset you. Keep a copy of the note.
6. If there has been a physical assault (including rape), it is a crime and should be reported to law enforcement.

If you are experiencing distress, anxiety or depression, you may want to consult your employee assistance program or other mental health professional who understands the problems caused by sexual harassment.

Answers to the questions on Page 7:

1. True 2. True 3. True 4. False 5. False  
6. False 7. True 8. False 9. True 10. False

## On-the-Job Discrimination & Harassment, Part II

### II. DISCRIMINATION

#### A. Harassment

Unlawful harassment based on race often occurs in the form of racial epithets and the telling of jokes that are disrespectful to a racial or ethnic group. Unless it is severe, a single instance of joke-telling or a single use of an epithet probably is insufficient to make the harassment meet the criteria for being unlawful. There must be a pattern, persistence, or severity to make the harassing behavior unlawful. Harassment need not rise to a standard of unlawfulness to be unacceptable in the workplace.

#### B. Sexual Harassment

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, or other physical or verbal behavior of a sexual nature that has the effect or intent of interfering with an individual's work performance by creating an intimidating, hostile or offensive environment. Essentially, sexual harassment often, but not always implies a power relationship between individuals, which can seriously undermine the work environment.

## On-the-Job Discrimination & Harassment, Part II: Quiz

Date \_\_\_\_\_

Chief/T.O. \_\_\_\_\_

Firefighter (print) \_\_\_\_\_

Education Credits/  
Hours/Units \_\_\_\_\_

Signature \_\_\_\_\_

**Select the best answer:** (see last month's Training Materials for help)

1. True or False      Inappropriate joking and horseplay can result in a claim of sexual harassment.
2. True or False      Sexual harassment can extend to the level of assault, battery, rape and intentional infliction of emotional distress.
3. True or False      A hostile work environment may include lewd songs, sexual jokes, and sexual e-mails or pictures.
4. True or False      If an employee is talking to a friend on the job about his/her sexual fantasies and another employee overhears the conversation, that individual cannot complain of sexual harassment because the comment was not directed at him/her.
5. True or False      Employees are legally required to tell the harasser that his or her behavior is unwelcome before they file a complaint.
6. True or False      An employee is required to inform his/her employer that the harassment is occurring before filing a complaint with State or Federal officials.
7. True or False      Using terms like "honey," "babe," "hunk," and "gals" in addressing employees can be a form of sex discrimination?
8. True or False      An employee who never offends anyone – tells a "dirty" joke at a staff meeting. This is sexual harassment.
9. True or False      An employee can sexually harass a supervisor.
10. True or False      Multiple State and Federal statutes require employers to terminate employees who have harassed a co-worker.

*(See answers at the top of page 6)*

# Expanded Training

## R.I.T & Mutual Aid Partners, Part II

### Objectives

After watching this segment, the student shall understand:

1. what constitutes discrimination
2. what constitutes harassment.

### Standards & Regulations

This training is consistent with NFPA 1500 and appropriate OSHA regulations.

### Training Outline

#### **I. PROGRAM ORIGINATION AND DEVELOPMENT**

1. Realization that Rapid Intervention Teams would be coming from mutual aid partners, not from the initially responding department
2. Mutual Aid departments were arriving on scene to provide R.I.T. services but weren't really ready to actually do it.
3. It became apparent that no matter how much training one department might do in this area, it would have to depend upon mutual aid departments to render R.I.T.
4. The necessity of a standardized training curriculum and SOPs became obvious.

#### **II. CHALLENGES IN DEVELOPING TRAINING**

1. Different partnering departments had varying previous training and experience with R.I.T.
2. Identify these different levels and pinpoint where exactly the training should begin.
3. Jurisdictions spread far and wide, from agricultural areas to petrochemicals.
4. Departments varied from all-career and unionized to volunteer and non-unionized.

#### **III. STANDARDIZED R.I.T. TRAINING MEANT CHANGES IN DEPARTMENT OPERATIONS.**

1. Staffing: First alarm responses might vary anywhere from 8-10 to 21-25 members depending on the department.
2. R.I.T demanded a minimum level of staffing. Mutual aid departments would have to agree to a minimum level of staffing.

Answers to the questions on Page 9: 1. False 2. True 3. False 4. b. 5. d.

## R.I.T & Mutual Aid Partners, Part II: Quiz

Date \_\_\_\_\_

Chief/T.O. \_\_\_\_\_

Firefighter (print) \_\_\_\_\_

Education Credits/  
Hours/Units \_\_\_\_\_

Signature \_\_\_\_\_

### Select the best answer:

1. True or False      To standardize R.I.T. you should pick the department that's done the most in that area and model your plan after it.
2. True or False      In areas with small to medium-sized departments, R.I.T. will have to be rendered by mutual-aid departments.
3. True or False      Since these departments will be providing a lower level of firefighting service (they won't be needed all the time), unified training really isn't that important.
4. Pick out one of the essential requisites for R.I.T. response.
  - a. Response times of 3 minutes or less
  - b. Minimum staffing levels
  - c. Identical apparatus
  - d. Department fire chief must always be in attendance
  - e. All of the above
5. Departments attempting to standardize R.I.T. response and training should:
  - a. understand that changes would be made operationally in all the partnering departments
  - b. assess all the differences among the partnering departments
  - c. determine the relative amounts of previous R.I.T. training among the departments.
  - d. All of the above.

*(See answers at the bottom of page 8*

# **Evolutions 2000**

## **University of Cincinnati Continuing Education Program**

### **Use of SCBA**

If you're enrolled in the **Open Learning Fire Service Program** at the **University of Cincinnati**, here's your opportunity this month to earn one college credit hour for watching *Working Fire*.

#### **VOLUME 03-10**

#### **Kramer vs. Kramer: Use of SCBA**

**Complete written responses to the following three essay questions:**

1. In your opinion, do firefighters usually use self-contained breathing apparatus (SCBA) to the extent that they should?
2. In your opinion, are fireground commanders and safety officers remiss in not requiring more extensive use of SCBAs?
3. Outline a few brief model guidelines regarding the use of SCBAs that you feel are necessary.

**Send your responses to:**

**Mr. Bill Kramer  
University of Cincinnati  
College of Applied Science  
2220 Victory Parkway, ML #103  
Cincinnati, OH 45206**

#### **ENROLLMENT INFORMATION:**

For more information on enrolling in the Open Learning program to gain college credit, call *Working Fire* at 800-516-3473 for a brochure or, to register directly, call the University of Cincinnati at 513-556-6583. Associates and Bachelors programs are available. Call to have your transcripts evaluated.