

## Human Resources

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**Just as accident rates tend to increase at this juncture of a large incident, so do human resource contacts and complaints of inappropriate behavior, harassment, and discrimination.**

- the fire is winding down
- people are fatigued and ready to go home (yay!...demob)
- people are more easily irritated
- people have more time to think about things that upset them

**Be aware of this tendency and make the necessary effort to recognize and deal with situations before they get out of control and become conflicts.**

**As a result of your efforts thus far, there have been no major conflicts on this incident. The IC team appreciates your cooperation.**

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**Think before you speak** – Dan Quayle, former Vice President, - *“I love California; I practically grew up in Phoenix.”*

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