1	CITY OF SANTA FE, NEW MEXICO
2	RESOLUTION NO. 2010-76
3	INTRODUCED BY:
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6	Councilor Romero
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10	A RESOLUTION
11	COMMITTING TO A WORKPLACE OF MUTUAL RESPECT FOR ALL CITY OF SANTA
12	FE EMPLOYEES.
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14	WHEREAS, the economic and social well-being of the City of Santa Fe is reliant upon
15	delivery of public services by healthy and productive public employees; and
16	WHEREAS, national surveys and studies demonstrate that 25 – 40 % of employees directly
17	experience abusive behavior in the workplace; and
18	WHEREAS, abusive behavior is also referred to as workplace bullying or harassment, and is
19	defined as repeated and severe conduct by an employer or employee that is hostile, demeaning, or
20	intimidating; and
21	WHEREAS, workplace abuse has severe health effects, both physical and emotional, upon
22	impacted employees; and
23	WHEREAS, workplace abuse is estimated nationally to be 400% more prevalent than
24	workplace sexual harassment and 300% more prevalent than harassment based upon racial
25	discrimination; and

1	WHEREAS, abusive work environments contribute to employee absenteeism, turnover, loss
2	of productivity, grievances, and claims for compensation; and
3	WHEREAS, employees subjected to abuse in the workplace are unlikely to have legal
4	recourse to address such behavior, unless covered by protected class status; and
5	WHEREAS, workplace abuse may be an antecedent to violence, suicide, and post traumatic
6	stress syndrome; and
7	WHEREAS, workplace abuse cannot coexist in a workplace culture that actively practices
8	respect and value of all employees; and
9	WHEREAS, fiscal responsibility mandates and the public interest is advanced by promoting
10	a safe and healthful environment in which public employees deliver services.
11	NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE
12	CITY OF SANTA FE that the Governing Body is committed to maintaining a culture of mutual
13	respect, free from workplace abuse, among all city employees.
14	AND BE IT FURTHER RESOLVED that to support this commitment:
15	1. The human resources department, in collaboration with senior management, labor
16	union representatives, supervisory and managerial employees, as well as nonunion non-management
17	employees, is directed to review all relevant personnel policies and adapt or develop a policy
18	explicitly prohibiting workplace abuse.
19	2. Such policy should promote intervention into allegations of abuse at the earliest
20	stages and should provide safe procedures for employees to promptly address complaints free from
21	retaliation.
22	3. The city manager is directed to enforce such policy and all other relevant personnel
23	policies at every level ensuring that corrective or disciplinary action is taken as necessary and
24	appropriate.
25	4. The human resources department is directed to train and educate employees

1	regarding expectations consistent with a respectful workplace including the importance of senior
2	management employees as models of respectful behavior.
3	5. The human resources department is directed to provide supportive services to
4	individual or groups of employees impacted by abusive behavior.
5	6. The human resources department is directed to develop innovative programs to
6	promote a culture of mutual respect for and value of all city employees.
7	AND BE IT FURTHER RESOLVED that the Governing Body intends to take a leadership
8	position to advance the cause of respect in the workplace.
9	PASSED, APPROVED, and ADOPTED this 29th day of September, 2010.
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12	Daid Cos
13	DAVID COSS, MAYOR
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15	ATTEST:
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17	gacande y. Dig
18	YOLANDA Y. WGIL, CITY CLERK
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20	APPROVED AS TO FORM:
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22	Tono
23	GENO ZAMORA, CITY ATTORNEY
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25	mdb/JEP&MDB/resolutions 2010/Respectful Workplace 2