

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

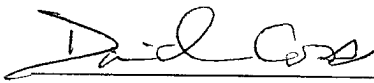
1 regarding expectations consistent with a respectful workplace including the importance of senior
2 management employees as models of respectful behavior.

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.

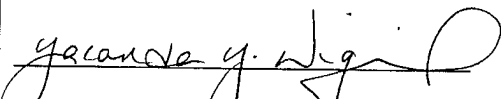
7 **AND BE IT FURTHER RESOLVED** that the Governing Body intends to take a leadership
8 position to advance the cause of respect in the workplace.

9 PASSED, APPROVED, and ADOPTED this 29th day of September, 2010.

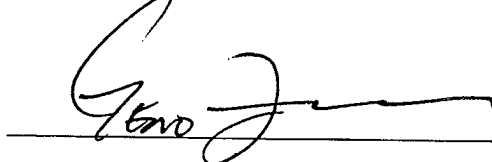
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13 DAVID COSS, MAYOR

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15 ATTEST:

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17 
18 YOLANDA Y. VIGIL, CITY CLERK

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20 APPROVED AS TO FORM:

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22 

23 GENO ZAMORA, CITY ATTORNEY

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25 *mdb/JEP&MDB/resolutions 2010/Respectful Workplace 2*