**Resolution Supporting a Respectful Workplace, LMC Model Resolution**

*League staff thoughtfully develops models for your city’s consideration. Models should be customized as appropriate for an individual city’s circumstances in consultation with the city’s attorney. Helpful background information on this model may be found in the* [HR Reference Manual, Chapter 7 – Section XIII – Other Policies*.*](https://www.lmc.org/resources/hr-reference-manual-chapter-7-personnel-policies/)

**RESOLUTION NO.** \_\_\_\_\_

**A RESOLUTION SUPPORTING A RESPECTFUL WORKPLACE**

**WHEREAS,** the City of \_\_\_\_\_ is committed to promoting a positive work environment in which all employees, volunteers, applicants, contractors/vendors, commissioners, appointed officials, elected officials and members of the public are treated with respect and dignity. Simply put, respect in the workplace is a fundamental value of the city.

**WHEREAS**, this Council holds itself, its appointed officials, commissioners, contractors/vendors, volunteers, applicants and employees to a high standard of conduct.

**WHEREAS,** the City seeks to provide a professional atmosphere where personal and professional excellence is fostered.

**WHEREAS,** the City finds effective policy and procedures, coupled with respectful workplace training, will assist in preventing harassment and supporting individuals who believe they are being harassed to come forward, and ensure a problem is addressed quickly and effectively.

**WHEREAS**, discrimination and harassing behaviors disrupt the workplace, are often unlawful, and detract from the productivity and effectiveness of city staff and officials in conducting the important work we do on behalf of our residents.

**WHEREAS,** it is the City’s expectation if someone is being harassed, they will be supported and treated with respect and the inappropriate behavior will be addressed.

**WHEREAS,** the City will provide a reporting process and a means to address discrimination and harassment.

**WHEREAS,** harassing workplace behaviors will not be tolerated, nor will retaliation for reporting a complaint or for participating in an investigation.

**NOW THEREFORE**, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF \_\_\_\_\_, MINNESOTA AS FOLLOWS: this Council supports a respectful workplace culture and will work to create a harassment-free environment for all employees, volunteers, applicants, contractors/vendors, elected officials, appointed officials, commissioners and members of the public in the city.

Passed by the City Council of \_\_\_\_\_\_\_, Minnesota this \_\_\_\_\_ day of Month, Year.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Mayor

Attested:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

City Clerk