

Wilmington, Delaware
February 15, 2018

#4476

Sponsor:

**Council
Member
Oliver**

WHEREAS, in January of 2018, the Delaware House of Representatives adopted a sexual harassment policy explicitly stating that lawmakers should not engage in sexual harassment or harassment based on any protected characteristics, establishing a system for reporting such harassment, and requiring lawmakers to attend training on sexual harassment and workplace harassment; and

WHEREAS, the Delaware Senate is also working to establish and adopt a similar policy; and

WHEREAS, Council commends our fellow lawmakers in the Delaware General Assembly for recognizing the need for an anti-harassment policy and for working toward creating a better workplace environment for City employees and elected officials; and

WHEREAS, workplace harassment remains a persistent problem across the country, and all persons have the right to be free from of unlawful sexual harassment and harassment otherwise based on sex, race, disability, age, ethnicity/national origin, color, religion, and any other protected characteristic; and

WHEREAS, Council is committed to fostering an organizational culture in which harassment is not tolerated and civility and respect are promoted, and recognizes the value of implementing a comprehensive anti-harassment policy coupled with anti-harassment compliance training.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WILMINGTON, that Council requests that the Office of the Mayor, the Law Department, and the Department of Human Resources work with City Council to review the

harassment policy enacted by the Delaware House of Representative, review the City's current Code of Conduct, and work diligently to explore and propose amendments to the Code of Conduct that will allow for the inclusion of a comprehensive anti-harassment policy as well as provisions providing guidance related to general civility and the respectful conduct of business among and between all City employees and elected officials.

Passed by City Council,

Attest: _____
City Clerk

SYNOPSIS: This Resolution commends Delaware House of Representative's adoption of, and the Senate's aim towards implementing, rules relating to sexual harassment and harassment on the basis of other protected classifications, and declares Wilmington City Council's desire to work with the Mayor, Law Department and Department of Human Resources to review and propose amendments to the Code of Conduct to include an anti-harassment policy and reporting system, as well as provisions regarding general civility and respect.