

RES 18-024

Wilmington, Delaware  
April 5, 2018

#4500

Sponsors:

Council  
President  
Shabazz

Council  
Member  
Chukwuocha

Co-Sponsors:

Council  
Members  
Dixon  
Harlee  
Oliver  
Walsh  
Williams

**WHEREAS**, in order for a workplace to thrive, its employees need to feel that their social and physical well-being are protected; and

**WHEREAS**, a 2017 survey conducted by the Workplace Bullying Institute found that 60.3 million U.S. Workers have experienced repeated harmful abusive conduct that is threatening, intimidating or humiliating; and

**WHEREAS**, a study published in *Innovations in Clinical Neuroscience* found that an abusive work environment or workplace bullying can cause serious harm upon the targeted individual, with effects including mental distress, sleep disturbance, depression, anxiety and adjustment disorders, as well as a higher risk of work-related suicide; and

**WHEREAS**, several states and cities across the United States have introduced legislation to provide clear definitions and a course of legal action for employees on the topic of workplace bullying and harassment, seeking to protect against these various forms of abusive conduct in the workplace; and

**WHEREAS**, the City of Wilmington supports and values all employees who strive to perform their job functions, and in doing so, make the City a better place for residents and visitors alike.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WILMINGTON**, that City Council believes that all employees deserve to work in an environment in which they feel safe and respected, and should have the support they need in the face of abusive conduct in the workplace.

**BE IT FURTHER RESOLVED**, that City Council encourages the Delaware General Assembly to adopt the Healthy Workplace Bill formulated by the Workplace Bullying Institute. This legislation would protect employees working in various sectors both in Wilmington and throughout Delaware from an abusive workplace, and provide a course of action for inappropriate conduct.

Passed by City Council,  
April 5, 2018

Attest: Maribel Seijo  
City Clerk

**SYNOPSIS:** This Resolution acknowledges the importance of a safe and healthy workplace for employees, and the need for employees to have the necessary support when experiencing abusive conduct in the workplace. This Resolution further calls upon the Delaware General Assembly to adopt legislation created by the Workplace Bullying Institute that would further protect employees in the workplace, and provide them with a course of legal action.