



Legislation Text

File #: 83917, **Version:** 1

Fiscal Note

Fiscal impacts, if any, will be minor. No appropriation is required

.Title

Adopting the Sexual Harassment Appendix to the Elected and Appointed Official Code of Ethical Conduct

Body

WHEREAS, the City of Madison's vision is Inclusive, Innovative, and Thriving; and,

WHEREAS, the City of Madison is committed to equity, diversity, inclusion, equal employment, and participatory government for all; and,

WHEREAS, on January 3, 2023, the Madison Common Council adopted the Elected and Appointed Official Code of Ethical Conduct; and,

WHEREAS, the goal of the policy is for City work and meeting environments to be inclusive, equitable, and free of harassment, discrimination, and retaliation; and,

WHEREAS, the Administrative Procedure Memorandum (APM) 3-5 (<https://www.cityofmadison.com/mayor/apm/3-5.pdf>) policy prohibits City employees, including Department and Division Heads, from harassment and/or discrimination; and,

WHEREAS, the Common Council desired to apply similar standards to the actions of members of the Council, the Mayor, and members of City Boards, Commissions, and Committees; and,

WHEREAS, there is an expectation of all members of the Common Council, the Mayor, and members of City Boards, Commissions, and Committees to treat their colleagues, City employees and members of the public in a welcoming, inclusive, fair, respectful, and equitable manner; and,

WHEREAS, there has since been an added appendix regarding sexual harassment; and,

WHEREAS, this appendix describes prohibited conduct and provides steps for if a person has experienced or witnessed sexual harassment by an alder or member of a City Board, Commission, or Committee while such official is on City business, whether on or off City premises, including at City-sponsored events or other events which the alder or appointed individual attends in their official capacity;

NOW, THEREFORE, BE IT RESOLVED that the Madison Common Council adopt the Sexual Harassment Appendix to the Appointed Official Code of Ethical Conduct to apply to alders, the Common Council, the Mayor, and members of City Boards, Commissions, and Committees.

BE IT FINALLY RESOLVED that the Common Council directs the Council Office, in consultation with the Administrative Services Team, to coordinate distribution of the Elected and Appointed Official Code of Ethical Conduct to all current elected and appointed officials, and to new officials at the start of their service with the City, and that all elected and appointed officials are beholden to this Code regardless of whether they have signed acknowledgement of receipt.