



Legislation Details (With Text)

File #: 70642 **Version:** 3 **Name:** Establishing a Common Council Prohibited Harassment and/or Discrimination Policy

Type: Resolution **Status:** Passed

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On agenda: 4/19/2022 **Final action:** 1/3/2023

Enactment date: 1/6/2023 **Enactment #:** RES-23-00001

Title: SECOND SUBSTITUTE: Establishing an Elected and Appointed Official Code of Ethical Conduct.

Sponsors: Nasra Wehelie, Jael Currie, William Tishler, Regina M. Vidaver, Keith Furman, Sheri Carter

Indexes:

Code sections:

Attachments: 1. 70642 v1.pdf, 2. Council Harassment Discrimination Policy v1.pdf, 3. 70642 v2.pdf, 4. Council Harassment Discrimination Policy v2.pdf, 5. 220419 Common Council Registrants Report.pdf, 6. Elected and Appointed Official Code of Conduct.pdf

Date	Ver.	Action By	Action	Result
1/3/2023	3	COMMON COUNCIL	Adopt Substitute	Pass
10/11/2022	2	COMMON COUNCIL	Re-refer	Pass
9/15/2022	2	COMMON COUNCIL EXECUTIVE COMMITTEE	Re-refer	Pass
7/12/2022	2	COMMON COUNCIL	Refer	Pass
6/29/2022	2	COMMON COUNCIL EXECUTIVE COMMITTEE	Re-refer	Pass
6/2/2022	2	COMMON COUNCIL EXECUTIVE COMMITTEE	Re-refer	Pass
5/24/2022	2	COMMON COUNCIL EXECUTIVE COMMITTEE	Refer	Pass
4/19/2022	2	COMMON COUNCIL	Refer	Pass
4/19/2022	2	COMMON COUNCIL EXECUTIVE COMMITTEE	Refer	Pass
3/29/2022	1	COMMON COUNCIL	Refer	Pass
3/22/2022	1	Council Office	Referred for Introduction	

Fiscal Note

Fiscal Note Pending

Title

SECOND SUBSTITUTE: Establishing an 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, the goal of our 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 desires to apply similar standards to the actions of members of the Council, **the Mayor, and members of City Boards, Commissions, and Committees**; and,

WHEREAS, we expect 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;

NOW, THEREFORE, BE IT RESOLVED that the Madison Common Council adopts the ~~Common Council Prohibited Harassment and/or Discrimination Policy~~ **Elected and 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 FURTHER 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.

BE IT FURTHER RESOLVED that each City Board, Commission, and Committee shall discuss the Code of Ethical Conduct as an item on its agenda annually.

BE IT ~~FINALLY~~ **FURTHER** RESOLVED that the Common Council directs the Common Council Office to develop **or identify vendors to provide training on** anti-harassment and discrimination, **inclusive communication, inclusive meeting facilitation, trauma-informed communication, and racial justice and equity**, training which all alders shall complete. **The Council Office shall also identify vendors to provide as-needed conflict resolution services to members of the Council.**

BE IT FINALLY RESOLVED that the Common Council also directs the Common Council Office, with implementation subject to the 2024 City Operating Budget, to develop or identify vendors to provide training on anti-harassment and discrimination, inclusive communication, inclusive meeting facilitation, trauma-informed communication, and racial justice and equity, as well as as-needed conflict resolution services, to all new members of Boards, Commissions, and Committees.