

## RESOLUTION NO. 3134

### A RESOLUTION REQUIRING PARTICIPATION IN COUNCIL MEMBER AND PERMANENT ADVISORY COMMITTEE/COMMISSION/BOARD HARASSMENT TRAINING

#### Findings

- A. Council desires to express its support for the principle that all people should be treated with dignity and respect, which includes the right to a work environment free of harassment of any kind.
- B. City of Bend Employee Handbook Policy 5.6 - Harassment, is applicable to all City employees, and recognizes that all employees have the right to work in an environment where the dignity of each individual is respected and where harassment, whether based upon race, color, religion, ancestry, national origin, age, marital or family status, veteran status, sexual orientation, physical or mental disabilities, on the job injuries, sex, or any other legally protected characteristic or status, is not permitted or tolerated. While all forms of harassment are prohibited, the Harassment Policy emphasizes that sexual harassment is specifically prohibited and goes on to explain the kind of conduct prohibited as "sexual harassment."
- C. City policy also encourages reporting of harassment and provides protection against retaliation for those who raise harassment concerns and participate in investigations.
- D. Although the personnel policies do not specifically apply to City Council members and City Permanent Advisory Committee, Commission or Board members, the City Council supports these policies and believes that extending training to public officials would be beneficial.

Based on these findings, THE CITY COUNCIL OF THE CITY OF BEND RESOLVES AS FOLLOWS:

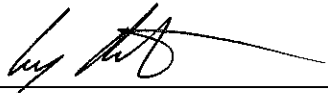
- Section 1. All current Council members will participate in the on-line harassment training program provided by the City Human Resource Department, and document his or her review upon completion.
- Section 2. All current and future Permanent Advisory Committee, Commission and Board members will be asked to participate in the on-line training as well, and to document his or her review upon completion. Notification of the training, the implementation schedule and certification process will be further established by the City Human Resource Department.
- Section 3. From 2019 forward, as part of Council orientation or as otherwise scheduled, the City will endeavor to provide, and all Councilors will attend,

in-person harassment training. Thereafter, the Councilor orientation (or other scheduled training) will continue to include harassment training either in-person or on-line, depending on the training that is considered the most effective and available for scheduling.

Adopted by a motion of the Bend City Council on September 5, 2018.

YES: Casey Roats, Mayor  
Sally Russell  
Bruce Abernethy  
Bill Moseley  
Nathan Boddie  
Justin Livingston  
Barb Campbell

NO: none

  
\_\_\_\_\_  
Casey Roats, Mayor

ATTEST:  
  
\_\_\_\_\_  
Robyn Christie, City Recorder

APPROVED AS TO FORM:  
  
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Mary A. Winters, City Attorney