



**EXECUTIVE ORDER #22-001**  
**PROHIBITING HARASSMENT AND BULLYING**  
**OF CITY EMPLOYEES**

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**BY THE MAYOR:**

**WHEREAS**, the City of Flint has adopted significant policies which strictly prohibit harassment and bullying by employees in all municipal facilities; and

**WHEREAS**, the purpose of the City's "Violence in the Workplace Policy" is "to provide all employees with a workplace free of personal threats and intimidation."; and

**WHEREAS**, the Harassment and Discrimination Policy defines harassment as "slurs, jokes, and other verbal, graphic, or physical conduct of an offensive nature relating to an individual's race, color, sex, religion, national origin (including accent), age, height, weight, marital status, or handicap" which substantially interferes with an employee's job; and

**WHEREAS**, the City's Code of Conduct sets forth rules of personal conduct for employees that is intended to promote the orderly and efficient operation of the City, to protect the rights of all workers and explicitly enumerates disciplinary action for those who violate these policies; and

**WHEREAS**, harassment and bullying of City employees violates the previously mentioned policies, increases workplace stress, and diverts employees from the important work they perform on behalf of the City of Flint and its residents; and

**WHEREAS**, all such behavior must be prevented in order to maintain a healthy working environment for all staff members.

**NOW, THEREFORE, I, SHELDON A. NEELEY**, Mayor of the City of Flint with the authority vested in the Mayor of the City of Flint by law, issue the following Executive Order setting forth that City staff members shall not harass or bully any individual in municipal buildings and facilities. Furthermore, such behavior will result in disciplinary action.

**IT IS HEREBY ORDERED THAT:**

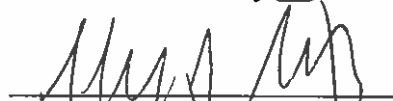
1. I issue Executive Order 22-001 as reasonably necessary to protect the mental, physical and emotional health and safety of City of Flint employees.
2. The City of Flint has zero tolerance for all threats of violence or conduct which creates a hostile, abusive or intimidating work environment as stated in the city policies including but not limited to the Violence in the Workplace Policy.

3. Any employee who experiences, observes harassment or bullying of City employees in the course of their employment shall report the prohibited conduct to their supervisor and/or Human Resources/Labor Relations.
4. All supervisors must notify Human Resources/Labor Relations of any allegations of harassment and bullying that are reported to them, regardless of whether the report is verbal or written.
5. Employees who violate this Executive Order will be deemed to be in violation of the City's policies and will be subject to disciplinary action including but not limited to suspension and/or termination.

**IT IS FURTHER ORDERED** that as soon as possible, this Order be filed in the Office of the City Clerk and that widespread publicity and notice be given of this Order.

This Order is not intended to, and does not; create any rights or benefits, substantive or procedural, enforceable at law or in equity, against the City of Flint, its departments, entities, officers, employees, or any other person.

Effective Date: May \_\_, 2022

  
Sheldon A. Neeley, Mayor

APPROVED AS TO FORM:

  
William Y. Kim, City Attorney

FLINT CITY CLERK'S OFFICE  
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