

RESOLUTION NUMBER 23-05

A RESOLUTION OF THE TOWN COUNCIL FOR THE TOWN OF WHITE SPRINGS, FLORIDA, PROVIDING FOR A HARASSMENT-FREE WORKPLACE FOR EMPLOYEES OF THE TOWN; AND PROVIDING FOR AN EFFECTIVE DATE

WHEREAS, the adoption of policy prohibiting the harassment governing of the employees of the Town is necessary to the orderly and efficient operation of the Town and Town Council; and

WHEREAS, the harassment by citizens of employees of the Town by reason of said employees' race, color, national origin, religion, gender, sexual orientation, disability, pregnancy, age, political affiliation, military status, or any other characteristic protected by federal, state or local law, is an increasing problem, causing some employees to consider leaving their employment with the Town;

WHEREAS, the Town Council is authorized by section 2.06(b)6 of the Town Charter for the Town of White Springs, Florida, "[t]he Council shall have the power to create, establish and ordain such ordinances, by-laws and rules of order as they may deem necessary"; and

WHEREAS, the Town Council is authorized to adopt such rules by resolution pursuant to section 2.08 of the Town Charter.

NOW THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL FOR THE TOWN OF WHITE SPRINGS, FLORIDA, AS FOLLOWS:

Section 1: The Recitals set forth above are incorporated herein by reference and such recitals are adopted as findings of fact.

Section 2: The Town, including its elected officials, appointed officers, and all employees shall follow the Town's anti-harassment policy:

I. General:

It is the policy of the Town of White Springs, Florida, to maintain a work environment free from verbal or physical conduct that unreasonably harasses, disturbs, or interferes with an employee's work performance or that creates an intimidating, offensive, or hostile environment based on one's race, color, national origin, religion, gender (including gender identity or gender expression), sexual orientation, disability, pregnancy, age, political affiliation, military status, or any other characteristic protected by federal, state or local law. This policy prohibits harassment that impacts the workplace, no matter where or in what medium or forum it occurs. Examples of prohibited conduct include, but are not limited to:

1. Unwanted physical contact or offensive conduct of a sexual nature, including flirtations, advances, or propositions;

PASSED AND DULY ADOPTED by the Town Council, Town of White Springs, Florida, this 10th day of January 2023.

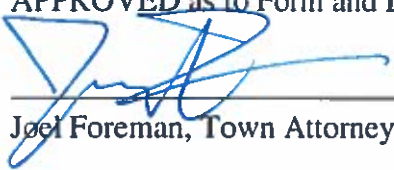
TOWN COUNCIL
TOWN OF WHITE SPRINGS, FLORIDA



ANITA RIVERS, Mayor

ATTEST: 

Audre' J. Ruise, Town Clerk

APPROVED as to Form and Legality


Joel Foreman, Town Attorney