

TITLE: Sexual Abuse

I. PURPOSE AND SCOPE

The purpose of this policy is to make it clear that the City has zero tolerance for any form of sexual abuse in the workplace. This policy applies to all City employees and volunteers.

II. POLICY STATEMENT

The City does not tolerate any act by its employees or volunteers that would constitute sexual abuse under state or federal law that is committed on City property or while a City employee or volunteer is on-duty.

III. POLICY PROVISIONS

- A. Any employee, who commits sexual abuse, as that term is defined under state or federal law, shall be subject to discipline, up to and including termination.
- B. Any volunteer who commits sexual abuse will lose his or her status of volunteer.
- C. The City will require that all City employees and volunteers sign an acknowledgement indicating they have received a copy of this policy.

IV. PROCEDURES

- A. All allegations of sexual abuse committed on City property or while on-duty as a City official, employee or volunteer will promptly be reported to the City Human Resources Department and to the appropriate authorities, as designated by statute.
 - 1. If the appropriate authorities decline to investigate these allegations, the City may conduct an independent investigation.

V. APPROVAL



David Fitzhugh, City Manager

February 26, 2015

Date of City Manager's Approval