



City of Cambridge

9.

IN CITY COUNCIL

February 8, 1993

COUNCILLOR WOLF
COUNCILLOR DUEHAY

WHEREAS: The Supreme Court hearings of October, 1992 brought nationwide attention to the problem of workplace sexual harassment, prompting all employers and employees, particularly in the public sector, to evaluate the effectiveness of policies, procedures and training programs; and

WHEREAS: Sexual harassment, while prohibited by federal and state statute, represents a relatively new body of law and policy as well as a complex workplace issue which must be understood widely as well as adjudicated and discouraged comprehensively; and

WHEREAS: Sexual harassment complaints that have been filed in departments of the Cambridge city government shows that the city requires an increased capacity for timely, thorough and sensitive resolutions of each complaint and that the City must have persons trained in that specific law and policy; and

WHEREAS: Education and training for supervisors and all employees are the only certain methods for limiting and eventually eliminating the problem of sexual harassment in the workplace, now therefore be it

ORDERED: That the City Council hereby requests the City Manager to designate staff immediately to review and revise the current policy on sexual harassment with particular attention to a more defined investigation and adjudication process for union, civil service and non-union personnel to be submitted for review by the City Council Committee on Civil and Human Rights and submission to the City Council; and be it further

ORDERED: That the City Council hereby requests the City Manager to develop a professional, comprehensive training program for department heads and supervisors to be implemented at the earliest possible date.

In City Council February 8, 1993.

Adopted by the affirmative vote of nine members.

Attest:- D. Margaret Drury, City Clerk.

A true copy;

ATTEST:-

D. Margaret Drury

D. Margaret Drury
City Clerk

NK

a.

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Wulff

NON-CONSENT ORDER #9

SM 37

Councillor Wolf re: Policy of Sexual Harassment of the City of Cambridge.

In City Council,

February 8, 1993

Order Adopted

W