

RESOLUTION NO. 23-008

A RESOLUTION of the City Council of the City of Camas,  
Washington, adopting a Civility and Belonging Agreement.

WHEREAS, the City Council of the City of Camas has heretofore established an Equity Committee tasked with preparing a statement for council consideration and adoption related to civility issues; and

WHEREAS, the Equity Committee held meetings between March and July 2023, as supported by City staff, and fully explored ongoing and anticipated issues associated with civility and the appropriate standards for the practice of behaviors and interactions by and between the City council, staff, members of city committees and commissions, and the public; and

WHEREAS, over the last several years the City has adopted civility policies within the City employee handbook, and for participation withing certain library and parks programs; and

WHEREAS, civility is the basic standard that extends and is practiced by all parties and should be expected of council, staff and citizens; and

WHEREAS, there is a clear expectation that individuals treat each other with respect, kindness, consideration, to reduce conflicts, harassment and disrespectful behavior which would thereby create a more productive and engaging environment for the conduct of City business; and

WHEREAS, all individuals, regardless of their station, background or opinions, are valued and should feel safe through their participation in City programs; and

WHEREAS, encouraging civility in such participation furthers constructive dialogue, improves decision making, and demonstrates a commitment to ethical behavior and professional conduct all of which support a positive reputation for the City of Camas; and

WHEREAS, in a broader sense, emphasizing civility in our interactions provides a means to address inappropriate conduct and, in particular for virtual spaces, serves as a foundation for establishing community guidelines, rules for participation, content, and engagement all of which assist in maintaining a positive online atmosphere; and

WHEREAS, adoption of a Civility and Belonging Agreement in the City of Camas demonstrates compliance with legal requirements related to discrimination, harassment, and other forms of misconduct while contributing to the cultivation of a positive organizational and community culture.

NOW, THEREFORE, BE IT RESOLVED, BY THE COUNCIL OF THE CITY OF CAMAS, AS FOLLOWS:

I.

The Civility and Belonging Agreement attached hereto as Exhibit "A" is hereby adopted by the City Council of the City of Camas as a general statement of intent as relates to interactions by and between the City Council, staff, and members of the public in their participation within all City programs. The City Clerk is directed to maintain a copy of the Civility and Belonging Agreement in the records of the City but the terms herein are not intended to provide substantive enforcement authority unless and until formally adopted as part of any Council guidance, rules or procedures.

ADOPTED at a regular meeting of the Council of the City of Camas, this 6th day of November, 2023.

SIGNED: \_\_\_\_\_  
Mayor

ATTEST: \_\_\_\_\_  
Clerk

APPROVED as to form:

\_\_\_\_\_  
City Attorney