

RESOLUTION 2023-084
OF THE COUNCIL OF THE CITY OF FORT COLLINS
APPROVING AMENDMENTS TO THE RESPECTFUL WORKPLACE POLICY AND
RENAMING IT THE ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY

WHEREAS, the City Council is committed to providing and maintaining an environment that exemplifies high standards of behavior, treats others with dignity and respect, and is known for its honesty, inclusivity, and transparency; and

WHEREAS, on February 12, 2019, City Council adopted Resolution 2019-015 approving the Respectful Workplace Policy; and

WHEREAS, the Respectful Workplace Policy prohibits discriminatory and harassing conduct, including the creation of a hostile work environment; and

WHEREAS, the Respectful Workplace Policy includes provisions applicable to City board and commission members; and

WHEREAS, on November 15, 2022, the City Council adopted Resolution 2022-122 creating an ad hoc committee on boards and commissions (“Committee”) to consider and make recommendations to improve efficiency and consistency of board and commission processes and reduce barriers to participation; and

WHEREAS, the Committee considered revisions to the Respectful Workplace Policy, including renaming it the Anti-Discrimination and Anti-Harassment Policy; and

WHEREAS, the Committee also considered revisions to the policy to address the definition of harassment in compliance with new state law, and update complaint contacts and the screening process used when complaints are filed; and

WHEREAS, on July 19, 2023, the Committee approved a recommendation that City Council formally adopt the attached version of the Anti-Discrimination and Anti-Harassment Policy.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF FORT COLLINS as follows:

Section 1. That the City Council hereby makes and adopts the determinations and findings contained in the recitals set forth above.

Section 2. That the policy statements contained in the attached Anti-Discrimination and Anti-Harassment Policy accurately reflect the City’s policies on these issues.

Section 3. That the City Council hereby approves the Fort Collins Anti-Discrimination and Anti-Harassment Policy attached hereto as Exhibit “A,” incorporated herein by reference.

Section 4. That the City Council hereby directs that the Fort Collins Anti-Discrimination and Anti-Harassment Policy be included as an appendix to the City Council-approved Boards and Commissions Manual.

Passed and adopted at a regular meeting of the Council of the City of Fort Collins this 5th day of September, 2023.

Mayor

ATTEST:

City Clerk