

	CITY OF JONESBORO, GEORGIA COUNCIL Agenda Item Summary	COUNCIL MEETING DATE: August 10, 2026
Requesting Agency (Initiator): Jonesboro City Council		Sponsor(s): Asjah Miller, Mayor Pro Tem
Item Title:	Council to consider approving the adoption of an Employee Workplace Dignity Policy for Elected Officials	
Requested Action: The proposed resolution adopts the City of Jonesboro's Policy Governing Elected Officials' Interactions with City Employees. The Policy establishes standards for how the Mayor and Councilmembers interact with City employees while conducting City business. The Policy recognizes two equally important principles. City employees should be able to perform their duties without being subjected to personal insults, verbal abuse, intimidation, retaliation or other conduct inconsistent with the responsibilities of public office. At the same time, elected officials must remain free to exercise their lawful executive, administrative, legislative and investigative authority. The Policy is intended to regulate abusive conduct toward employees without restricting legitimate supervision, oversight or legislative inquiry. The Policy identifies specific prohibited conduct, including personal insults and name-calling, yelling and directed profanity, sustained verbal berating, threats and physical intimidation, deliberate public humiliation, misuse of public office for a personal purpose, exercise of authority not granted to the official, enforcement of nonexistent or unauthorized policies and retaliation against an employee who makes a good faith report. The Policy does not prohibit an elected official from asking difficult, skeptical, pointed or repeated questions. It also does not prohibit an official from challenging information, criticizing performance, investigating possible misconduct, rejecting an explanation as inadequate or advocating for corrective action. Lawful personnel decisions and legitimate work directives are not violations merely because an employee considers them harsh, unfair, uncomfortable or unwelcome. Concerns may initially be addressed through informal resolution when appropriate. A matter may proceed to formal review only when the alleged conduct, if established, would constitute a material disregard of the Policy. The review process provides notice to the elected official, an opportunity to respond and consideration by the City Council based on the available evidence and the standards stated in the Policy. If the Council determines that an elected official materially disregarded the Policy, it may issue a public reprimand or adopt a resolution of public censure. These measures express the institutional judgment of the Council. They do not remove an elected official from office, diminish authority granted by the City Charter, reverse a personnel decision or impose a civil or criminal penalty. The Policy is not part of the City's Code of Ethics and does not create an employee grievance process, private cause of action, contractual right or additional employment protection. It is a policy of institutional accountability through which the City's elected officials establish and enforce standards governing their own conduct toward City employees. Approval of the accompanying resolution will formally adopt the Policy and authorize the City Clerk to maintain it as an official City record and provide it to current and future elected officials.		
Requirement for Board Action: Approval		
Is this Item Goal Related? Yes		
Fiscal Impact: N/A		
Exhibits Attached: Yes.		

Resolution Adopting Employee Workplace Dignity Policy for Elected Officials and Proposed Policy.

Staff Recommendation: N/A

FOLLOW-UP APPROVAL ACTION (Completed by City Clerk)

Typed Name and Title

Date

Signature

City Clerk's Office

**STATE OF GEORGIA
CITY OF JONESBORO
COUNTY OF CLAYTON**

RESOLUTION NO. 2026 - _____

A RESOLUTION OF THE MAYOR AND COUNCIL OF THE CITY OF JONESBORO, GEORGIA, ADOPTING THE POLICY GOVERNING ELECTED OFFICIALS' INTERACTIONS WITH CITY EMPLOYEES; ESTABLISHING STANDARDS OF CONDUCT AND PROCEDURES FOR PUBLIC REPRIMAND AND CENSURE; PRESERVING LAWFUL EXECUTIVE, ADMINISTRATIVE, LEGISLATIVE AND INVESTIGATIVE AUTHORITY; PROVIDING FOR SEVERABILITY AND AN EFFECTIVE DATE; AND FOR OTHER LAWFUL PURPOSES.

WHEREAS, the City of Jonesboro is a municipal corporation duly organized and existing under the laws of the State of Georgia; and

WHEREAS, Section 2.10 of the Charter of the City of Jonesboro vests the legislative authority of the City in the City Council, which is composed of the Mayor and six Councilmembers; and

WHEREAS, Sections 2.15 and 2.16 of the Charter authorize the City Council to exercise the legislative powers of the City and to make inquiries and investigations into the affairs of the City and the conduct of its departments, offices and agencies; and

WHEREAS, Sections 2.26 and 2.27 of the Charter vest the Mayor with executive and administrative authority over the affairs of the City, subject to the Charter, applicable law and the lawful acts of the City Council; and

WHEREAS, City employees perform essential public services and should be able to carry out their responsibilities in a workplace in which they are treated with dignity and are not subjected to personal abuse, intimidation, retaliation or other conduct inconsistent with the responsibilities of public office; and

WHEREAS, effective municipal government also requires elected officials to retain the ability to supervise, direct, question, investigate and hold accountable those who conduct the City's business, consistent with the authority assigned to each official by the Charter and applicable law; and

WHEREAS, legitimate oversight may include difficult or repeated questions, forceful disagreement, criticism of performance, investigation of possible misconduct and the exercise of lawful personnel or administrative authority; and

WHEREAS, the Mayor and Council find that the interests of the City and its employees are best served by a policy that identifies specific prohibited conduct while expressly protecting legitimate executive authority, administrative supervision, legislative debate, oversight and inquiry; and

WHEREAS, the Mayor and Council further find that public reprimand and public censure are appropriate institutional responses when an elected official materially disregards the standards

established by the Policy, provided that any such action is taken through a fair process and does not alter the authority conferred upon the official by the Charter or applicable law; and

WHEREAS, the Mayor and Council desire to adopt the Policy Governing Elected Officials' Interactions with City Employees, attached to this Resolution as Exhibit A.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF JONESBORO, GEORGIA, AND IT IS HEREBY RESOLVED AS FOLLOWS:

SECTION 1. LEGISLATIVE FINDINGS.

The recitals set forth above are found to be true and correct and are incorporated into this Resolution as the legislative findings of the Mayor and Council.

SECTION 2. ADOPTION OF POLICY.

The Policy Governing Elected Officials' Interactions with City Employees, attached as Exhibit A and incorporated into this Resolution by reference, is hereby approved and adopted as an official policy of the City of Jonesboro.

SECTION 3. APPLICATION.

The Policy applies to the Mayor and each member of the City Council while serving in elected office.

The Policy governs conduct involving or directed toward City employees in connection with City business. It is not a general employee disciplinary policy and does not modify the personnel rules applicable to City employees.

The Policy is a policy of the Mayor and Council and is not incorporated into the City's Code of Ethics. A reported violation of the Policy shall be considered and addressed under the procedures stated in the Policy unless the same conduct is independently subject to another applicable law, ordinance or policy.

SECTION 4. PRESERVATION OF LAWFUL AUTHORITY.

Nothing in this Resolution or the Policy shall be construed to diminish, transfer or impair:

- The executive and administrative authority of the Mayor under the City Charter and applicable law;
- The legislative, investigative and oversight authority of the City Council;
- The authority of an elected official to ask difficult, skeptical, pointed or repeated questions concerning City business;
- The authority of an elected official to challenge information, criticize official performance, investigate possible misconduct or advocate for corrective action;
- The authority of the Mayor or another authorized official to direct work, address performance deficiencies or impose lawful personnel action; or
- Any other power, duty, privilege or responsibility conferred by the City Charter, ordinance or applicable law.

The Policy regulates the manner in which elected officials exercise public authority toward City employees. It does not prohibit the lawful exercise of that authority merely because an interaction is stern, forceful, critical or uncomfortable.

SECTION 5. PUBLIC REPRIMAND AND CENSURE.

When the City Council determines, in accordance with the procedures and standards stated in the Policy, that an elected official has materially disregarded the Policy, the Council may issue a public reprimand or adopt a resolution of public censure.

A public reprimand or censure is an expression of the institutional judgment of the City Council. It does not remove an elected official from office, suspend the official, diminish authority conferred by the Charter, reverse a personnel decision or impose a civil or criminal penalty.

Nothing in this Resolution limits any separate remedy or proceeding that may be available under the City Charter, an ordinance or applicable state or federal law.

SECTION 6. ADMINISTRATION AND OFFICIAL RECORDS.

The City Clerk shall maintain this Resolution and the Policy as official records of the City.

The City Clerk shall also maintain any final public reprimand or resolution of censure issued under the Policy in accordance with applicable records retention and public records requirements.

A copy of the adopted Policy shall be provided to the Mayor and each Councilmember. A copy shall also be provided to each person elected or appointed to fill the office of Mayor or Councilmember upon assuming office.

The City Attorney may provide legal guidance concerning the interpretation or application of the Policy when requested by the Mayor and Council. The City Attorney shall not determine whether a violation occurred or impose an accountability measure under the Policy.

SECTION 7. NO CREATION OF PRIVATE RIGHTS OR EMPLOYMENT RIGHTS.

This Resolution and the Policy establish standards for institutional self-governance by the City's elected officials. They do not create a private cause of action, a contractual right, a property interest, an independent employment claim or a right to any particular investigative or disciplinary result.

The Policy does not alter the employment status of any City employee or expand any employee right beyond those provided by the City Charter, applicable law or an independently applicable personnel policy.

SECTION 8. SEVERABILITY.

If any section, subsection, paragraph, sentence, clause or phrase of this Resolution or the Policy is declared invalid or unenforceable by a court of competent jurisdiction, the remaining provisions shall continue in full force and effect to the fullest extent permitted by law.

SECTION 9. CONFLICTING PROVISIONS.

Any prior resolution, policy or portion thereof that directly conflicts with this Resolution is superseded to the extent of the conflict. Nothing in this section shall be construed to supersede the City Charter, an ordinance or applicable state or federal law.

SECTION 10. EFFECTIVE DATE.

This Resolution and the Policy adopted herein shall become effective immediately upon adoption.

SECTION 11. AUTHORIZATION.

The Mayor, City Clerk and other appropriate City officials are authorized to execute, attest, distribute and maintain this Resolution and its attached Policy and to take those administrative actions reasonably necessary to carry out its provisions.

This Resolution shall become effective immediately upon adoption.

IT IS SO RESOLVED this ____ day of _____, 2026.

CITY OF JONESBORO, GEORGIA

By: _____
Dr. Donya L. Sartor, Mayor

ATTEST:

Shandrella Jewett, City Clerk

APPROVED AS TO FORM:

LaTonya Nix Wiley, City Attorney

EXHIBIT A

CITY OF JONESBORO

I. Statement of Policy

The employees of the City of Jonesboro are essential to the City's ability to serve its residents. They administer City programs, protect the public, maintain City facilities and carry forward the work of the City through changing administrations and elected leadership.

The Mayor and City Council recognize the knowledge, experience and dedication City employees bring to public service. Every employee, regardless of position or title, should be treated with dignity, fairness and professional respect.

Respect for City employees goes hand in hand with the responsibility of elected officials to provide effective leadership and oversight. Elected officials should carry out that responsibility professionally while remaining free to ask difficult questions, examine information critically, address performance concerns and pursue appropriate corrective action within the scope of their authority.

This Policy is intended to preserve both principles.

II. Purpose, Scope and Governing Principle

This Policy applies equally to the Mayor and every Councilmember when interacting with or speaking about City employees in connection with City business.

This Policy governs the manner in which elected officials exercise public authority. It does not restrict the substance of legislative debate, legitimate governmental inquiry, lawful supervision of employees, personnel decisions or criticism of City operations or employee performance.

Nothing in this Policy diminishes, transfers or restricts authority established by the City Charter. The Mayor retains the executive and administrative powers described in Charter Sections 2.26 and 2.27. The City Council retains its legislative, policy and investigative authority, including the authority to conduct inquiries and investigations under Charter Section 2.15 and exercise its general governmental authority under Charter Section 2.16.

The protection of legitimate supervisory authority and legislative inquiry does not extend to personal insults, directed profanity, threats of personal reprisal, retaliation, knowingly false factual accusations or serious or repeated abusive conduct towards City employees.

A report under this Policy does not suspend, delay or invalidate an otherwise lawful instruction, investigation, evaluation or personnel action. Employees remain responsible for complying with

lawful directives and for observing any deadline under an existing grievance, appeal or reporting process.

III. Standards of Conduct for Elected Officials

A. Prohibited Conduct

An elected official shall not engage in any of the following conduct toward or concerning a City employee while acting in an official capacity or in connection with City business:

1. Personal Insults, Name-Calling and Ridicule

An elected official shall not:

- Call an employee a derogatory name or direct a personal insult toward the employee;
- Characterize an employee as stupid, ignorant, worthless or otherwise personally inferior;
- Mock, mimic or imitate an employee in a demeaning manner;
- Use a slur, degrading epithet or other term directed at the employee's race, sex, religion, national origin, disability, age or other legally protected status; or
- Attack the employee's intelligence, character or personal worth rather than address the employee's City work, official conduct or performance.

2. Yelling, Directed Profanity and Verbal Berating

An elected official shall not:

- Shout or yell directly at an employee during an ordinary workplace interaction;
- Direct profanity, obscene language or an obscene gesture at an employee;
- Repeatedly interrupt an employee for the purpose of preventing the employee from answering an authorized question;
- Subject an employee to sustained verbal berating; or
- Continue shouting at or berating an employee after the employee has reasonably requested that the interaction proceed in a professional manner.

This prohibition does not apply when a raised voice is reasonably necessary to address an emergency, warn of danger, restore order during a public meeting or be heard in a loud environment.

3. Threats, Coercion and Physical Intimidation

An elected official shall not:

- Threaten an employee with discipline, reassignment, loss of compensation, removal, dismissal or another adverse action for a personal reason or for a reason unrelated to City business;

- Threaten an employee for reporting misconduct, participating in an authorized review or providing truthful information;
- Use threatening gestures toward an employee;
- Deliberately block an employee's entrance, exit or movement;
- Corner an employee or deliberately move into the employee's personal space in a threatening manner; or
- Engage in unwanted physical contact with an employee.

A lawful warning that deficient performance or misconduct may result in an authorized personnel action is not a prohibited threat.

4. Public Humiliation and Improper Disclosure

An elected official shall not use a public meeting, City event, official City communication or City social media account to:

- Call an employee insulting or derogatory names;
- Mock or ridicule an employee personally;
- Direct profanity at an employee;
- Make a factual accusation about an employee that the official knows to be false; or
- Disclose the employee's medical information, personal contact information or other information made confidential by law.

This prohibition does not prevent public questioning or criticism concerning an employee's City work, official conduct, performance, statements, recommendations or work product.

5. Use of Public Office for a Personal Purpose

An elected official shall not:

- Direct or pressure an employee to perform a personal errand, private service, family task or other work unrelated to City business;
- Use an employee's position or City resources to obtain a personal benefit or special treatment;
- Use official authority to settle a private dispute with an employee; or
- Direct or threaten an adverse personnel action for a personal reason unrelated to the employee's City work or conduct.

6. Exercise of Authority Not Granted to the Official

An elected official shall not direct, supervise, assign work to, discipline or threaten to discipline an employee unless the official has authority to do so under the City Charter, an ordinance, an action of the City Council or the employee's established chain of command.

This prohibition does not prevent an elected official from asking questions, requesting information, criticizing performance, raising concerns about City operations or proposing action by Mayor and Council.

7. Enforcement of a Nonexistent or Unauthorized Policy

An elected official shall not:

- Represent that a policy, rule, procedure or employment requirement is in effect when it has not been lawfully adopted, issued or otherwise established by a person or body having authority to do so;
- Continue to enforce a purported policy after receiving notice that the policy has not been adopted, issued or authorized and having a reasonable opportunity to verify that information;
- Discipline, threaten to discipline or recommend discipline against an employee for violating a requirement that did not exist at the time of the alleged violation;
- Deny an employee compensation, holiday pay, leave, a benefit or another employment entitlement based on a requirement that did not exist at the relevant time; or
- Establish a new requirement and then enforce it retroactively as though it had previously been in effect.

A good faith mistake concerning the existence or meaning of a policy does not, standing alone, constitute prohibited conduct when the official promptly corrects the mistake after receiving accurate information.

8. Retaliation

An elected official shall not take, direct or recommend any of the following actions because an employee made a good faith report under this Policy, participated truthfully in an authorized review or requested assistance concerning prohibited conduct:

- Discipline, suspension, removal or dismissal;
- Demotion, reassignment or reduction of responsibilities;
- Reduction of compensation or scheduled work hours;
- Denial of leave, holiday pay, benefits or another employment entitlement;
- A threat of any adverse personnel action;
- Public disparagement because the employee made or participated in the report; or
- Interference with the employee's ability to perform assigned City duties.

A report does not protect an employee from supervision, investigation, performance management or personnel action based on a legitimate City reason. Retaliation is not established by timing, the employee's subjective belief or an adverse action alone. The Council must find that the report or participation was a reason for the challenged action.

9. Elected officials should avoid stating as fact an accusation they know to be false and should not disclose information made confidential by law.

B. Conduct Not Prohibited

The limitations in subsection A above are not intended to prevent officials from expressing opinions, drawing reasonable inferences or challenging the information presented to them.

Nothing in this Policy prohibits an elected official, acting within the scope of the official's authority, from:

- Assigning or reassigning work;
- Establishing priorities, expectations and deadlines;
- Requesting records, information or explanations;
- Asking difficult, skeptical, pointed or repeated questions;
- Challenging the accuracy, completeness or consistency of information presented;
- Declining to accept an answer or explanation as adequate;
- Criticizing an employee's City work, judgment, conduct, performance, statements, recommendations or work product;
- Identifying errors, deficiencies, noncompliance, neglect or inadequate performance;
- Conducting legislative debate, oversight, inquiry or an authorized investigation;
- Documenting performance concerns;
- Directing corrective action;
- Issuing a lawful warning concerning potential discipline or other personnel action;
- Taking or recommending an authorized personnel action supported by a legitimate City reason; or
- Issuing a new administrative directive or workplace requirement within the official's lawful authority.

C. Protected Legislative Debate and Inquiry

Legislative debate, oversight and inquiry are essential responsibilities of elected office. Nothing in this Policy is intended to diminish or prohibit elected officials from exercising this authority. Accordingly, Mayor and Council are allowed to:

- Ask difficult, skeptical, pointed or repeated questions;
- Challenge the accuracy, completeness or consistency of information presented;
- Request records, explanations, supporting authority or additional investigation;
- Question the judgment, conduct, performance, conclusions or recommendations of City employees and officers;
- Identify perceived failures, inconsistencies, misconduct or deficiencies;
- Decline to accept an explanation as adequate;
- Continue questioning until the official believes the matter has been sufficiently addressed; and
- Advocate for corrective action, discipline, policy changes or other action within the official's lawful authority.

Such conduct does not violate this Policy merely because the questioning or criticism is persistent, forceful, accusatory, uncomfortable or embarrassing, or because it occurs during a public meeting.

IV. Reporting and Informal Resolution

Informal resolution of an encounter that is prohibited conduct is encouraged but is not required. The employee is not required to confront the elected official before submitting a concern.

is not required when the alleged conduct is serious, repeated, threatening or retaliatory, or when direct discussion would reasonably be ineffective or unsafe.

An employee may submit a written concern regarding an elected official to the City Clerk or City Attorney. A report should, when practicable, identify:

- The words or conduct at issue;
- The date, location and circumstances of the interaction;
- The persons present;
- The City business or employment matter involved; and
- Any supporting communications, records or documents.

This reporting process is limited to alleged conduct by an elected official. It is not a substitute for the employee's chain of command, a personnel grievance, an employment appeal or another established process for challenging an instruction or personnel decision.

The City Clerk shall preserve the report, notify the elected body in a manner that limits disclosure of the employee's identity and personnel information to what is reasonably necessary and permitted by law.

Confidentiality cannot be guaranteed when disclosure is required for a fair review, an open meeting, due process or compliance with law.

Receipt of a report does not commence a formal review. The Council may direct that the concern be addressed informally or through another process having jurisdiction over the subject matter.

An anonymous report may support a preliminary inquiry, but a public reprimand or censure shall not rest solely on an anonymous allegation that has not been independently corroborated.

A conclusory allegation, personality conflict, disagreement with a lawful instruction or dissatisfaction with a management decision is not, without additional facts, a sufficient basis for formal action.

V. Threshold for Formal Review

A formal review begins only when the Council approves it by motion at a properly noticed meeting.

The Council should authorize formal review only when the alleged facts, if established, could constitute a material departure from this Policy.

A material departure is conduct that is sufficiently serious or repeated to warrant the Council's formal disapproval. Not every sharp exchange, raised voice, mistaken statement or isolated lapse in courtesy constitutes a material departure.

In determining whether conduct constitutes a material departure, the Council should consider:

- The nature, severity and duration of the conduct;
- Whether the conduct was isolated or repeated;
- Whether the words or actions addressed City business, employee performance or workplace conduct, or instead attacked the employee personally;
- Whether the conduct occurred during legislative debate, inquiry, supervision or the exercise of another lawful responsibility;
- Whether urgency, safety, public disorder, interruption, insubordination or another operational circumstance affected the manner of communication;
- Whether the official used the power or influence of office for a personal or retaliatory purpose;
- Whether the official attempted to enforce a purported policy or requirement after receiving notice that it had not been adopted, issued or otherwise authorized;
- The effect on the employee's ability to perform City duties and on City operations;
- Whether the official had notice of similar prior conduct; and
- The reliability, consistency and corroboration of the available evidence.

When the conduct occurred during legislative debate, oversight or inquiry, the Council shall give substantial weight to the need for elected officials to question, criticize and test the information presented to them.

No formal review, public reprimand or censure shall be based solely on:

- The viewpoint expressed by the official;
- The subject matter of the inquiry;
- The difficulty, tone or persistence of the questions;
- The official's refusal to accept an answer;
- Criticism of an employee's work or official performance;
- The employee's disagreement with the official; or
- The fact that the exchange was uncomfortable, contentious or embarrassing.

Formal action must be based on additional conduct that independently constitutes a material departure from this Policy.

A single incident may warrant formal action when it involves a serious threat, directed personal abuse, physical intimidation, retaliation, deliberate enforcement of a nonexistent policy resulting in material harm or comparable misconduct.

VI. Review Procedure

The governing body determines whether a public reprimand or censure is warranted.

The Council may request legal advice and may authorize an inquiry or investigation consistent with Charter Section 2.15 when material facts are disputed.

No employee, department head, administrator, board or ethics body may impose a public reprimand or censure under this Policy.

Before final action, the elected official who is the subject of the proposed measure shall receive:

- Written notice of the conduct at issue and the provisions alleged to have been materially disregarded;
- A reasonable description of the evidence supporting the proposed measure;
- A reasonable opportunity to submit a written response and identify relevant evidence; and
- An opportunity to address the Council before final action.

The Council must find a material departure by a preponderance of reliable and relevant evidence, meaning that the conduct is more likely than not to have occurred.

The Council shall distinguish between the manner in which the official acted and the merits of any underlying instruction, employment decision or legislative position.

This Policy shall not be used to stay, reverse or relitigate a personnel action. Evidence concerning the reason for a personnel action may be considered only to the extent necessary to determine an allegation of retaliation, personal misuse of office or another material departure from these standards.

Evidence, deliberation and final action shall be handled in accordance with the Georgia Open Meetings Act, O.C.G.A. Section 50-14-1 et seq., the City Charter and other applicable law.

Participation, presiding and voting shall be governed by the City Charter, including Sections 2.14, 2.20, 2.25 and 2.28, and applicable law. This Policy does not independently declare an elected official disqualified, create a new voting disability or alter the vote required by the Charter.

VII. Formal Accountability Measures

A. Public Reprimand

The Council may issue a public reprimand when it finds a material departure from this Policy that warrants formal disapproval but does not rise to the level of censure.

The written reprimand shall:

- Identify the conduct established by the evidence;

- Identify the standard materially disregarded
- Explain why the conduct constitutes a material departure from this Policy; and
- Be entered in the minutes of the meeting at which it is approved.

B. Public Censure

The Council may adopt a resolution of public censure when it finds serious, repeated, threatening, retaliatory or substantially abusive conduct or another material departure that significantly misuses elected office or disrupts City operations.

Censure is the Council's strongest expression of condemnation under this Policy.

A resolution of censure shall:

- State the findings of fact supported by the evidence;
- Identify the standards materially disregarded;
- Explain why the conduct warrants censure; and
- State any corrective step requested by the Council.

Requested corrective steps may include acknowledgment of the conduct, an apology, training, facilitated discussion or assurance against repetition.

VIII. Nature and Effect

A public reprimand or censure is an official and expressive judgment of the Council concerning an elected official's conduct.

It does not remove or suspend the official, reduce compensation, prevent the official from voting, transfer authority, reverse a personnel action or deprive the official of any power attached to elected office.

Any corrective step stated in a public reprimand or censure is a request unless separate legal authority makes it enforceable.

This Policy does not create an employee disciplinary procedure, a contractual employment right, a private cause of action or a right to damages or other relief.

This Policy is not part of the City's Code of Ethics. A departure from it, standing alone, is not an ethics violation and shall not be referred to the Board of Ethics.

Nothing in this Policy prevents the City from pursuing a separate remedy authorized by the Charter or applicable law when the conduct may independently support that remedy.

Nothing in this Policy limits an employee's right to use another complaint, grievance, whistleblower, discrimination or legal process that otherwise applies.

IX. Administration and Review

A. Public Records

The City Clerk shall maintain any public reprimand or resolution of censure as part of the City's official records. The City Clerk shall

B. Annual Review

The Mayor and Council should review this Policy after one year and thereafter as needed to determine whether it is promoting respectful leadership without impairing effective administration, supervision, legislative debate, investigation or governmental oversight.

IT IS SO ADOPTED this ____ day of _____, 2026.

CITY OF JONESBORO, GEORGIA

By: _____
Donya Sartor, Mayor

ATTEST:

By: _____
Shandrella Jewett, City Clerk