

ST. TAMMANY PARISH COUNCIL

ORDINANCE

ORDINANCE CALENDAR NO: 8169

ORDINANCE COUNCIL SERIES NO: 26-

COUNCIL SPONSOR: MR. IMPASTATO

PROVIDED BY: CIVIL DIVISION ADA

INTRODUCED BY: _____

SECONDED BY: _____

ON THE 6TH DAY OF AUGUST, 2026

ORDINANCE TO AMEND ST. TAMMANY PARISH CODE OF ORDINANCES, APPENDIX B – PARISH PERSONNEL POLICIES ORDINANCE, 2.- FEDERAL, STATE, AND LOCAL LAWS CREATING A POSITIVE WORK ENVIRONMENT, TO ENACT AND ADD 2.8 – REIMBURSEMENT FOR CERTAIN CLAIMS.

WHEREAS, St. Tammany Parish Government is committed to providing a workplace that is free from sexual harassment and violence; and

WHEREAS, sexual harassment in the workplace is strictly prohibited under the Equal Employment Opportunity Act, 42 U.S.C. 2000e-2, the Louisiana Employment Discrimination Law, La. R.S. 23:301 through 303 and 332, and the Louisiana laws on the prevention of sexual harassment, La. R.S. 42:341 through 345; and

WHEREAS, in compliance with state law, St. Tammany Parish Government has developed and instituted policies to prevent sexual harassment and workplace violence which are applicable to all public servants, public employees, and elected officials of St. Tammany Parish Government; and

WHEREAS, the State has passed laws imposing similar procedures for state elected officials and employees; and

WHEREAS, St. Tammany Parish Government is committed to the continued development and institution of policies to prevent sexual harassment and workplace violence which are applicable to all public servants, public employees, and elected officials of St. Tammany Parish Government; and

WHEREAS, St. Tammany Parish Government wishes further to reduce the impact of sexual harassment and workplace violence judgments and settlements on the taxpayers of St. Tammany Parish;

THE PARISH OF ST. TAMMANY HEREBY ORDAINS that St. Tammany Parish Code of Ordinances, Appendix B – Parish Personnel Policies Ordinance, 2. – Federal, State, and Local Laws Creating a Positive Work Environment, is hereby amended to create 2.8 – Reimbursement for Certain Claims as follows:

2.8 – Reimbursement for Certain Claims

- (a) Definitions. The following words, terms and phrases, when used in this section, shall have the meanings ascribed to them herein, except where the context clearly indicates a different meaning:

Agency means a department, office, division, agency, commission, board, committee, or other organizational unit of parish government.

Agency head means the chief executive, administrative officer of an agency, or the chairman of a board or commission.

Complainant means the person who files a complaint alleging that they have been the victim of sexual harassment or workplace violence.

Elected official means any person holding an office in parish government which is filled by the vote of the electorate. The term includes any person appointed to fill a vacancy in that office.

Parish government means the legislative branch and executive branch of parish government.

Public employee means anyone who is:

- (i) An administrative officer or official of parish government who is not holding an elective office.
- (ii) Appointed to a post or position of parish government created by rule, law, resolution, or executive order.
- (iii) Employed by an agency, officer, or official of parish government.

Public funds means monies of the parish, including but not limited to the parish general fund, dedicated funds, fees and self-generated revenues, or any other source of public funds.

Public servant means a public employee or an elected official.

Sexual harassment means unwelcome sexual advances, requests for sexual favors, and other verbal, physical, or inappropriate conduct of a sexual nature which explicitly or implicitly affects an individual's employment or the holding of office, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment, by a public servant of the parish. It includes intimidation, reprisal, retaliation, or discrimination that is unlawful under state or federal law and is taken against a public servant of the parish because of a claim of sexual harassment in violation of state or federal law. It shall also have all meaning ascribed to it in Section 2.6 hereinabove.

Workplace violence shall mean either assault (as defined in La. R.S. 14:36, *et seq.*) or battery (as defined in La. R.S. 14:33, *et seq.*) committed by a public servant while in the course and scope of their employment or while executing their official duties.

(b) Litigation and settlements.

- (1) When a claim is filed against the parish due to a claim of sexual harassment or workplace violence which results in a settlement or final judgment against the parish, the public servant who committed the sexual harassment or workplace violence shall be responsible to reimburse the parish for all reasonable costs and attorneys fees incurred by the parish associated with the defense of the claim.
- (2) Parish government may file suit against the public servant to recover the amounts set forth in 2.8(b)(1) above and may further recover all costs and reasonable attorneys fees incurred in pursuing said suit.

(c) Dissemination of information to all elected officials, public employees and public servants.

The parish chief administrative officer shall prepare a notice to furnish to each agency head in both the executive and legislative branches of parish government for annual dissemination to each public servant of parish government advising them of their potential liability under 2.8(b)(1). Notice shall also be disseminated to any newly elected, appointed, or employed public servant of parish government.

(d) Public record; exception

Any settlement executed in a connection with a claim of the type described herein shall be a public record, with the exception of the name of the victim of sexual harassment.

REPEAL: All ordinances or parts of ordinances in conflict herewith are hereby repealed.

SEVERABILITY: If any provision of this ordinance shall be held to be invalid, such invalidity shall not affect other provisions herein which can be given effect without the invalid provision and to this end the provisions of this ordinance are hereby declared severable.

EFFECTIVE DATE: This ordinance shall become effective fifteen (15) days after adoption.

MOVED FOR ADOPTION BY: _____ SECONDED BY: _____

WHEREUPON THIS ORDINANCE WAS SUBMITTED TO A VOTE AND RESULTED IN THE FOLLOWING:

YEAS:

NAYS:

ABSTAIN:

ABSENT:

THIS ORDINANCE WAS DECLARED DULY ADOPTED AT A REGULAR MEETING OF THE PARISH COUNCIL ON THE 3RD DAY OF SEPTEMBER, 2026; AND BECOMES ORDINANCE COUNCIL SERIES NO. 26-_____.

CHERYL TANNER, COUNCIL CHAIR

ATTEST:

KATRINA BUCKLEY, COUNCIL CLERK

MICHAEL B. COOPER, PARISH PRESIDENT

Published Introduction: JULY 29, 2026

Published Adoption: _____, 2026

Delivered to Parish President: _____, 2026 at _____

Returned to Council Clerk: _____, 2026 at _____