



CONSOLIDATED CITY OF INDIANAPOLIS
COUNTY OF MARION
STATE OF INDIANA

EXECUTIVE ORDER NO. 1, 2024

MANDATING ALL CITY-COUNTY EMPLOYEES COMPLETE ANNUAL
HARASSMENT TRAINING

WHEREAS, pursuant to Indiana Code Chapter § 36-3-3, the Mayor of the Consolidated City of Indianapolis and Marion County (“Mayor”) serves as the chief officer of the executive branch of the City of Indianapolis and supervises the administration of all City departments and offices; and

WHEREAS, the Human Resources Division of the Office of Finance and Management, which exists under the authority of the Mayor’s Office and whose director is ultimately responsible to the Mayor, is given authority under Section 202-207 of the Revised Code of the Consolidated City of Indianapolis and Marion County (“Revised Code”) to fulfill the duties of promulgating and codifying personnel policies and procedures, and performing any and all duties related to personnel management and administration; and

WHEREAS, the Consolidated City of Indianapolis and Marion County has a zero-tolerance policy for any form of sexual harassment; and

WHEREAS, pursuant to Revised Code Section 202-207(a)(14), the Human Resources Division is vested with the authority to develop and administer all personnel and management training programs for the city departments and county offices;

NOW THEREFORE, under the authority vested in me as Mayor of the Consolidated City of Indianapolis and Marion County and Chief Executive of Marion County by state law and local ordinance, **IT IS HEREBY ORDERED THAT:**

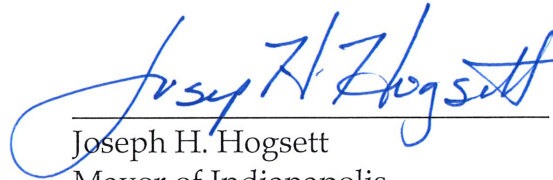
1. In order to promote a workplace and culture free from harassment, every employee in the city-county enterprise shall attend an interactive harassment

awareness and prevention training program specifically developed by the division of human resources and the office of corporation counsel.

2. Each employee shall attend the harassment training program on an annual basis.
3. The office of corporation counsel shall maintain documentation to demonstrate each employee's compliance with completing the annual harassment training. Employees who fail to complete the mandatory annual harassment training are subject to corrective action, up to and including discharge.
4. The training required by this executive order shall take effect immediately upon issuance of this executive order. For calendar year 2024, every city-county employee shall complete the mandatory harassment training on or before December 31, 2024.
5. I affirm my commitment to maintaining a workplace free from harassment, sexual or otherwise, and that the City of Indianapolis and Marion County has a zero-tolerance policy for any form of sexual harassment.

Date: August 19, 2024

CONSOLIDATED CITY OF INDIANAPOLIS
AND MARION COUNTY, INDIANA



Joseph H. Hogsett
Mayor of Indianapolis
Chief Executive of Marion County

Approved as to form and legality:



Brandon E. Beeler
Corporation Counsel