

INTRODUCED: 8/12/2024

REFERRED TO: Rules and Public Policy Committee

SPONSOR: Councilors McCormick and A. Brown

DIGEST: authorizes the Rules and Public Policy Committee to review the city's current processes and procedures associated with sexual harassment of city/county employees and the training to prevent such

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SOURCE:

Initiated by: Councilors McCormick and A. Brown

Drafted by: LeAnnette Pierce, General Counsel

LEGAL REQUIREMENTS FOR ADOPTION:

Subject to approval or veto by Mayor

PROPOSED EFFECTIVE DATE:

Adoption and approvals

GENERAL COUNSEL APPROVAL: \_\_\_\_\_



Date: August 12, 2024

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CITY-COUNTY GENERAL RESOLUTION NO. , 2024

PROPOSAL FOR A GENERAL RESOLUTION to authorize the Rules Public Policy Committee to review the city's current processes and procedures associated with sexual harassment of city/county employees and the training to prevent such.

WHEREAS, the city county council is committed to working to determine the necessary changes to the city's policies and systems to ensure a safe work environment for all employees, now and into the future; and

WHEREAS, the council's priority is to create a workplace where every employee feels secure, valued, and supported; and

WHEREAS, the council is focused on implementing improvements that will bring greater accountability for all leaders, whether elected, appointed, or hired; now, therefore:

BE IT RESOLVED BY THE CITY-COUNTY COUNCIL OF THE  
CITY OF INDIANAPOLIS AND OF MARION COUNTY, INDIANA:

SECTION 1. The City-County Council hereby authorizes the Rules and Public Policy Committee (Rules) to investigate the need for separate branch of Human Resources from the Administration that explicitly addresses sexual harassment and other discrimination related complaints.

SECTION 2. The Rules Committee is authorized to investigate the need for a separate commission that will engage subject matter experts to evaluate the city's current policies, identify gaps, and implement best practices that will foster a culture of safety, respect, and accountability. This includes, but not limited to, the use of the Employee Assistance Program and the review of past investigations and actions.

SECTION 3. The Rules Committee is authorized to propose a further General Ordinance modifying Revised Code Section 293-304 to include all city county employees in an annual mandatory sexual harassment training.

SECTION 4. The Rules Committee is authorized to take such further action as needed to ensure that all city employees are working in a safe work environment which is foundational to the well-being and productivity.

The foregoing was passed by the City-County Council this \_\_\_\_\_ day of \_\_\_\_\_, 2024, at \_\_\_\_\_ p.m.

ATTEST:

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Vop Osili  
President, City-County Council

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Yulonda Winfield  
Clerk, City-County Council

Presented by me to the Mayor this \_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Yulonda Winfield  
Clerk, City-County Council

Approved and signed by me this \_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Joseph H. Hogsett, Mayor