

ORDINANCE NO. 14-09

AMENDING GENERAL ADMINISTRATION, CHAPTER 8, CODE OF ETHICS, 1-808. USE OF POSITION OF AUTHORITY OF LEWISBURG MUNICIPAL CODE

BE IT ORDAINED by the City of Lewisburg that:

Section 3 is added as follows:

WORKPLACE BULLYING BY GOVERNING BODY MEMBERS. A

governing body member shall not intentionally bully any public employee, including the city manager and city attorney. For purposes of this paragraph, workplace bullying means intentional behavior intended to create an abusive work environment for a public employee or public employees, Bullying behavior is behavior in the workplace that a reasonable person would find hostile, offensive, and not obviously related to the City of Lewisburg's legitimate business interests. Workplace bullying includes, but is not limited to the following

- (1) Use of disrespectful and devaluing language, whether by derogatory remarks, insults and/or epithets; and/or
- (2) Persistent or constant criticism in front of other persons (including co-workers, vendors, contractors or members of the public) for the purpose of humiliating or intimidating an employee; and/or
- (3) Behavior or language that frightens, humiliates, belittles, or degrades, including criticism that is delivered with yelling and screaming.
- (4) Reported violations of this policy shall be dealt with as other violations within the Code of Ethics and particularly as set out in 1-810. Ethics Complaints, and in 1-811. Violations.

BE IT FURTHER ORDAINED that this ordinance take effect from and after its passage on third (3rd) and final reading, the municipal welfare requiring it.