

RESOLUTION NO. ~~4026~~

**A RESOLUTION OF THE COMMON COUNCIL OF THE TOWN OF
GILBERT, ARIZONA, REGARDING CIVILITY**

WHEREAS, the Town Council formed a committee with the intention of reinforcing the core value of respect, and the civil behavior in which it is manifested; and

WHEREAS, the Town Council desires to promote an environment of civility, consideration, and mutual respect, and to affirm the value and inherent dignity of all persons; and

WHEREAS, the Town Council desires to outline procedures that govern civility.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the Town of Gilbert, Arizona:

1. This Resolution applies to Gilbert Elected Officials, Members of Boards and Commissions, Gilbert employees, and independent contractors, temporary personnel, volunteers, and other persons doing business for or with Gilbert, Arizona.

2. Gilbert strives to cultivate and maintain a positive, harmonious environment that is inclusive and welcoming. All employees deserve a workplace free of hostility or bullying, and should feel safe to be their authentic selves at work without fear of dismissive, humiliating, or insulting language or treatment.

3. Likewise, Gilbert residents and members of the public are entitled to civil discourse in their interactions with Elected Officials, Board and Commission members, Gilbert employees, and other Town representatives. Parties who have concerns or grievances regarding Council, Board, or Commission decisions are encouraged to share their thoughts in a respectful manner at the appropriate time and place.

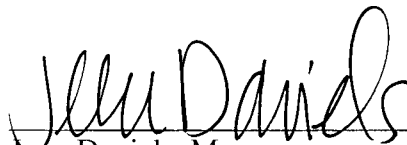
4. Respect and integrity are core values of the Town of Gilbert, and we expect the conduct of our employees to be reflective of those values. Each of us is responsible for sustaining a culture of kindness in our daily interactions. Examples of civility include:

- Respect and courtesy in communication and actions
- Respectful acknowledgement of differences and resolution of conflicts
- Empathy and patience

5. It is not the intent of this Resolution to deprive any person of their right to freedom of expression. "Uncivil conduct" does not include the expression of unpopular, disagreeable, or even controversial viewpoints that may be offensive to some persons, so long as the ideas are presented in a respectful, non-disruptive manner, and at a time and place that are appropriate. Uncivil conduct that rises to the level of harassment or violence is addressed separately in the Harassment Policy.


6. Employees are expected to model civil behavior and hold each other accountable. Individuals who feel that they have been treated in an uncivil manner are urged to resolve their concerns promptly and directly with the person(s) generating the concern. When this is not possible or appropriate, employees can engage their supervisor or the Human Resources Department for assistance. Members of the public should contact the Mayor's office.

PASSED AND ADOPTED BY THE COMMON COUNCIL OF THE TOWN OF GILBERT, ARIZONA THIS 20TH DAY OF DECEMBER 2018.



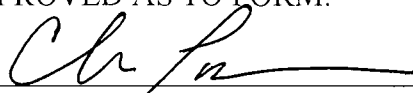
Jenn Daniels, Mayor

ATTEST:



Lisa Maxwell, Town Clerk

APPROVED AS TO FORM:



Christopher W. Payne, Town Attorney

I hereby certify the above foregoing Resolution No. 4026 was duly passed by the Council of the Town of Gilbert, Arizona, at a regular meeting held on December 20, 2018, and that quorum was present thereat and that the vote thereon was 7 ayes and 0 nays and 0 abstentions. 0 Council members were absent or excused.



Lisa Maxwell, Town Clerk
Town of Gilbert