



City of Lauderhill

City Commission
Chambers at City Hall
5581 W. Oakland Park
Blvd.
Lauderhill, FL, 33313
www.lauderhill-fl.gov

File Details

File Number: 24R-5524

File ID: 24R-5524

Type: Resolution

Status: Agenda Ready

Version: 1

Reference:

In Control: City Commission Meeting

File Created: 02/04/2024

File Name: Resolution-City Policies approval

Final Action:

Title: RESOLUTION NO. 24R-02-24: A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF LAUDERHILL APPROVING AND ADOPTING AN EMPLOYEE CODE OF CONDUCT; APPROVING AND ADOPTING THE ATTACHED CITY POLICIES REGARDING DISCRIMINATION AND HARASSMENT, WORKPLACE BULLYING, AND RETALIATION APPLICABLE TO BOTH EMPLOYEES AND PUBLIC OFFICERS; PROVIDING AN EFFECTIVE DATE (REQUESTED BY CITY MANAGER, DESORAE GILES-SMITH).

Notes:

Sponsors:

Enactment Date:

Attachments: RES-24R-02-24-Employee Code of Conduct and Policies.pdf, Code of Conduct - Employees Only.pdf, Bullying.pdf, Discrimination and Harassment.pdf, Retaliation.pdf

Enactment Number:

Contact:

Hearing Date:

* **Drafter:** apetti@lauderhill-fl.gov

Effective Date:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
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Text of Legislative File 24R-5524

RESOLUTION NO. 24R-02-24: A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF LAUDERHILL APPROVING AND ADOPTING AN EMPLOYEE CODE OF CONDUCT; APPROVING AND ADOPTING THE ATTACHED CITY POLICIES REGARDING DISCRIMINATION AND HARASSMENT, WORKPLACE BULLYING, AND RETALIATION APPLICABLE TO BOTH EMPLOYEES AND PUBLIC OFFICERS; PROVIDING AN EFFECTIVE DATE (REQUESTED BY CITY MANAGER, DESORAE GILES-SMITH).

Request Action:

Pass a Resolution approving and adopting city policies regarding sexual harassment, discrimination, workplace bullying, and retaliation all applicable to both employees and public officers, and approving and adopting an employee code of conduct.

Need:

To approve and adopt certain policies requested and an employee code of conduct.

Summary Explanation/ Background:

It has recently come to the city's attention that the city did not have policies in effect relating to public officers regarding sexual harassment, discrimination, workplace bullying and retaliation. The existing policies are being amended, and/or new policies are being created to cover these subject matters. In addition, a code of conduct is being created for employees.

Attachments:

- Employee Code of Conduct
- Policy re: Discrimination and Harassment
- Policy re: Workplace Bullying
- Policy re: Retaliation

Cost Summary/ Fiscal Impact:

Include projected cost, approved budget amount and account number, source of funds, and any future funding requirements

Estimated Time for Presentation:

Master Plan:

Goal 1: Clean, Green Sustainable Environment

- Increase mass transit ridership
- Reduce City energy consumption
- Reduce water consumption

Goal 2: Safe and Secure City of Lauderhill

- Crime in lower 50% in Broward
- Residents feel safe in neighborhood
- Reduce emergency fatalities

Goal 3: Open Spaces and Active Lifestyle for all ages

- Increase participation in youth sports
- Add new park land and amenities
- Increase attendance at cultural programs and classes

Goal 4: Growing Local Economy, Employment and Quality of Commercial Areas

- Increase commercial tax base
- Increase employment in Lauderhill businesses
- Decrease noxious and blighted uses in commercial areas

Goal 5: Quality Housing at all Price Ranges and Attractive Communities

- Neighborhood signs and active HOAs
- Housing & streets improved, litter reduced
- Increase proportion of single family homes and owner occupied housing

Goal 6: Efficient and Effective City Government, Customer Focused & Values Diversity

- Improves City efficiency
- Increase use of Information Technology

[] Increases residents perception of Lauderhill as an excellent place to live