

OFFERED BY COUNCILOR LYDIA EDWARDS, Breadon, Campbell, Mejia, Wu,  
Essaibi-George, Arroyo, Bok, Flaherty, Flynn and O'Malley



## CITY OF BOSTON IN CITY COUNCIL

### ORDER FOR A HEARING TO REVIEW CENTRAL STAFF POLICIES, PROCEDURES, PERFORMANCE, AND REGULATIONS

- WHEREAS,** The Boston City Council is committed to providing a safe and healthy working environment for all employees and staff ; *and*
- WHEREAS,** The Boston City Council, in accordance with state and federal law, must have a zero tolerance policy for any form of discrimination (be it sex, race, color, national origin/ethnicity, religion, disability, sexual orientation, age, gender identity, veteran status), harassment, or retaliation.; *and*
- WHEREAS,** The Boston City Council Discrimination, Harassment, and Retaliation policy, inline with the City of Boston employee policy, applies to all persons employed by the Boston City Council including interns, volunteers, staff, central staff, and Councilmembers; *and*
- WHEREAS,** City Council Central Staff Work Rules and Regulations have not been updated since 2013 ; *and*
- WHEREAS,** City Council Central Staff do not work under contract or union agreement, and are hired to work under the oversight and direction of 13 Councilmembers, including the Council President, and Staff Director; *and*
- WHEREAS,** City Council Central Staff responsibilities include administrative support, general operations, facilities coordination, personal matters, technical & A/V support, council calendar coordination, research, public records requests, budget, communications, archives, supplies, and general oversight and support; *and*
- WHEREAS,** Due to COVID-19 the Boston City Council has successfully shifted to online and remote work in large part due to the tireless work of Central Staff; *and*
- WHEREAS,** In 2018 the Boston City Council adopted an Order on City Council employee policies on Discrimination, Harassment, and Retaliation ; *and*
- WHEREAS,** These current staff policies are unclear or insufficient to protect the rights and responsibilities of current employees from subtle and pernicious forms of discrimination, workplace harassment, and retaliation ; ***NOW, THEREFORE BE IT***

**ORDERED:** That the appropriate committee of the Boston City Council hold a hearing to review Central Staff policies, procedures, performance, and regulations to better assure safe and healthful working conditions

Filed on: APRIL 7, 2021