

SANTA FE COUNTY

Resolution No. 2010 - 179

RELATING TO RESPECT IN THE WORKPLACE IN SANTA FE COUNTY

WHEREAS, the economic and social well-being of the County are reliant upon delivery of public services by healthy and productive public employees;

WHEREAS, the following surveys and studies demonstrate that between 25 – 40 % of employees directly experience abusive behavior in the workplace: *Einersen & Hoel 2001 = 27%*; *Schat, Frone, Kelloway 2006 = 41%*; *Zogby 2007 = 37%*; *Employment Law Alliance 2007 = 44%*;

WHEREAS, abusive behavior includes workplace bullying or harassment, and is defined as repeated and severe conduct by an employer or employee that is hostile, demeaning, or intimidating;

WHEREAS, workplace abuse has severe health effects, both physical and emotional, on employees, including a higher risk of substance abuse, depression, and heart disease as noted in the following: *Randall, 2001*; *Rospenda, 2002*; *Einarsen and Mikkelsen, 2003*; *De Vogli et al. 2007*);

WHEREAS, workplace abuse is estimated to be 400% more prevalent than workplace sexual harassment and 300% more prevalent than harassment based upon racial discrimination as noted in *Hershcovis & Barling, 2008*;

WHEREAS, abusive work environments contribute to employee absenteeism, turnover, loss of productivity, grievances, and claims for compensation;

WHEREAS, employees subjected to abuse in the workplace are unlikely to have legal recourse to address such behavior, unless covered by protected class status;

WHEREAS, workplace abuse may be an antecedent to violence, suicide, and Post-Traumatic Stress Disorder as noted in *Mikkelsen and Einarsen, 2002*; *Soares 2002*: “Except for rape targets, targets of [workplace] bullying demonstrate a higher degree of psychological distress than all other patients who have developed post-traumatic stress syndrome after enduring a traumatic event or being targets of an accident.”

WHEREAS, workplace abuse cannot coexist in a workplace culture that actively respects and values all employees; and

WHEREAS, fiscal responsibility mandates, and the public interest is advanced, by promoting a safe and healthful environment for public employees to deliver services;


NOW THEREFORE, BE IT RESOLVED BY THE SANTA FE BOARD OF COUNTY COMMISSIONERS that

1. We are committed to maintaining a culture of mutual respect, free from workplace abuse, among managers, employees, and supervisors of our respective governmental agencies.
2. We shall, in collaboration with senior management, labor union representatives, supervisory and managerial employees, and our Human Resources Division, review all relevant personnel policies and adapt or develop a policy explicitly prohibiting workplace abuse;
3. Such policy shall promote investigation into allegations of abuse at the earliest stages, and shall provide safe procedures for employees to promptly address complaints, free from retaliation;
4. We shall uniformly enforce this and all other relevant personnel policies at every level, ensuring that corrective or disciplinary action shall be taken as necessary and appropriate;
5. We shall train and educate employees regarding expectations consistent with a respectful workplace, including the importance of senior management as models of respectful behavior;
6. We shall provide supportive services to individual or groups of employees impacted by abusive behavior;
7. We shall recognize those departments that support this commitment by assertively addressing concerns and developing innovative programs to promote a culture of mutual respect and value of all employees in the Santa Fe County workplace.

BE IT FURTHER RESOLVED that the County of Santa Fe intend to take a leadership position to advance the cause of respect in the workplace.

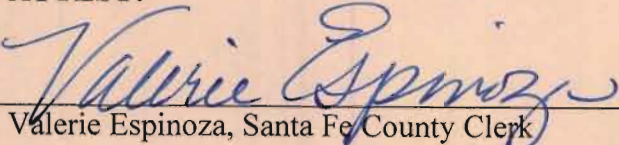
PASSED, APPROVED, and ADOPTED this 25th DAY OF SEPTEMBER 2010.

BOARD OF COUNTY COMMISSIONERS



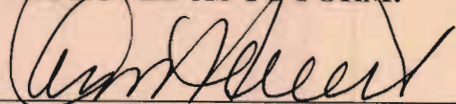
Harry Montoya, Chair

ATTEST:



Valerie Espinoza, Santa Fe County Clerk

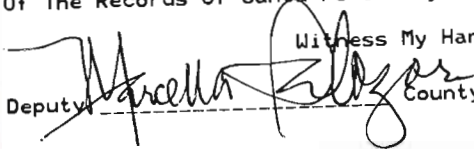
APPROVED AS TO FORM:



Stephen C. Ross, Santa Fe County



SFC CLERK RECORDED 09/29/2010

COUNTY OF SANTA FE)
STATE OF NEW MEXICO) ss
BCC RESOLUTIONS
PAGES: 3
I Hereby Certify That This Instrument Was Filed for
Record On The 29TH Day Of September, 2010 at 09:14:10 AM
And Was Duly Recorded as Instrument # 1612200
Of The Records Of Santa Fe County
Deputy  _____
Witness My Hand And Seal Of Office
Valerie Espinoza
County Clerk, Santa Fe, NM