

Policy Statement

Councilors shall be prohibited from requiring staff in their office, as a condition of employment with the City Council, to sign or agree to any nondisclosure, nondisparagement or confidentiality provisions, or any other provision that attempts to restrict disclosure regarding unlawful acts in the workplace, including but not limited to harassment, discrimination, retaliation, bullying, or other forms of misconduct. Councilors shall not seek to enforce a nondisclosure, nondisparagement or other similar clause in an existing agreement between the City and a City Council staff member that was entered into as a condition of employment with the City Council. The purpose of this policy is to promote transparency, accountability, and to promote public confidence in this body.

Implementation

It is the responsibility of the Staff Director or their designee and each City Councilor or their staff designee to ensure that all employees, staff, volunteers, and interns who report to them are aware of this policy. The Staff Director or their designee and each Councilor or their staff designee will ensure that a copy of this policy is provided to all of its employees, staff, volunteers, and interns on or before an employee's start date of hire, and will retain a signed record of acknowledgment that all staff members have read and understand the policy upon the start of their employment with the City Council. The Staff Director or their designee will ensure the same for all Central Staff employees, interns and volunteers upon the start of their employment with the City Council. The Staff Director or their designee and each City Councilor or their staff designee shall ensure that all current employees, interns, and volunteers receive a copy of this policy and sign a record of receipt upon passage of this policy.