



CITY OF PHILADELPHIA

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EDWARD G. RENDELL
MAYOR

MAYOR'S STATEMENT OF POLICY

As the Mayor of Philadelphia, and the Chief Executive Officer of the City, pursuant to the powers granted to me under the Philadelphia Home Rule Charter, I hereby reaffirm that it is the policy of the City that harassment, intimidation, retaliation or abuse of City employees or applicants for City employment because of race, color, creed, disability, age, national origin, sex, sexual orientation or perception of sexual orientation, as defined in federal, state or local laws, is prohibited.

As mayor, I also hereby reaffirm that harassment of the public, by City employees because of the above mentioned reasons, is also prohibited. Harassment increases hostilities, creates an offensive working environment, adversely affects productive working relationships, increases costs to the City and its citizens, obstructs the City's vision of diversity and quality of life, and tarnishes the public service image of City government. The City managers and its employees should treat other employees and the public with respect, dignity, and in a manner that is not offensive.

The policy prohibiting harassment is to be enforced by all supervisory personnel. Managers and supervisors are required to investigate and take appropriate corrective action when harassment has occurred. Employees are encouraged to bring any complaints of harassment to the attention of the appropriate individual, as outlined in the Procedure For Processing Harassment Complaints, and raise any questions they may have with the Equal Employment Opportunity/Affirmative Action Unit of the Personnel Department.

Edward G. Rendell
March 9, 1995

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