EXECUTIVE ORDER NO. 2019-1

TO: ALL BOARDS, COMMISSIONS, DEPARTMENT DIRECTORS, CITY COUNCIL MEMBERS AND THE CITY CLERK

FROM: MICHAEL E. DUGGAN, MAYOR

RE: Executive Order Prohibiting Bullying in all Youth-Serving City Services, Activities, Programs, and Facilities

WHEREAS, this policy protects the dignity and safety of youth served by the City of Detroit.

WHEREAS, this policy prohibits bullying, harassment, and intimidation in all youth-serving city services, activities, programs, and facilities.

WHEREAS, as an employer, the City of Detroit will take all affirmative steps necessary to eliminate bullying, harassment, and intimidation in all youth-serving city services, activities, programs, and facilities.

WHEREAS, this policy shall apply to all City of Detroit employees, contractors, agents conducting business on behalf of the City or on City property also organizations that the City of Detroit partners with regarding youth centered programs.

WHEREAS, prohibition against bullying includes:

1. Acts of bullying, including cyberbullying, whether by youth, volunteers, or staff, are prohibited in all youth-serving city services, activities, programs, and facilities.

2. Retaliation against a youth, volunteer, or staff member who reports bullying, provides information about an act of bullying, or witnesses an act of bullying is also prohibited.

3. All agencies that provide services, activities, programs, and facilities for youth shall establish a clear policy for reporting, addressing, and preventing bullying as defined above.

WHEREAS, “Bullying” shall be defined as any severe, pervasive, persistent or repeated act or conduct whether physical, electronic, or verbal that:
1. May be based on a youth’s actual or perceived race, color, ethnicity, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, intellectual ability, familial status, political affiliation, genetic information, disability, source of or lack of income, or any other distinguishing characteristic, or on a youth’s association with a person or group with any of the actual or perceived foregoing characteristics; and

2. Can reasonably be predicted to:
   Place the youth in reasonable fear of physical harm to their person or property; Cause a substantial detrimental effect on the youth’s physical or mental health; Substantially interfere with the youth’s academic or athletic performance or attendance; or Substantially interfere with the youth’s ability to participate in or benefit from the services, activities, programs, facilities, or privileges provided by an agency, contractor or agent thereof the City of Detroit.

**WHEREAS**, the City of Detroit will not tolerate violence in the workplace, whether committed by or against city employees,

I, Michael E. Duggan, Mayor of the City of Detroit, do hereby order as follows:

1. The City of Detroit shall to adhere to a policy of zero tolerance for any form of bullying, harassment, and intimidation in all youth-serving city services, activities, programs, and facilities.

2. All managers and supervisors of youth-serving city services shall be responsible for maintaining bullying-free workplace practices, implementing the Prohibition of bullying in all youth-serving city services, Activities, Programs, and Facilities Policy, and communicating the Policy to subordinates.

3. All Department Directors and Agency Heads shall continually review current safety measures for youth-serving city services, activities, programs, and facilities at work sites and, where needed, shall implement changes to make work sites safer for City of Detroit employees and the public;

4. All Department Directors and Agency Heads of youth-serving city services, activities, programs, and facilities at work sites and shall
implement an Anti-Bullying Campaign for the youth receiving services and the employees.

5. All employees, including managers and supervisors, shall be responsible for reporting incidents bullying, harassment, and intimidation in all youth-serving city services, activities, programs, and facilities to their supervisors, or where appropriate, to law enforcement authorities;

Pursuant to the powers vested in me by the 1963 Michigan Constitution and by the 2012 Detroit City Charter, I, Michael E. Duggan, Mayor of the City of Detroit, issue this Executive Order. This Executive Order is effective upon its execution and filing with the City Clerk.

Michael E. Duggan
Mayor, City of Detroit