



Legislation Text

File #: 171409, **Version:** 2

171409
SUBSTITUTE 2

ALD. ZIELINSKI

Substitute resolution directing the Commissioner of the Department of Public Works to include a clause in all Department of Public Works' contracts prohibiting certain displays on City job sites that are offensive or show hostility toward a protected group.

This resolution directs the Commissioner of the Department of Public Works to include a clause in all Department of Public Works' contracts prohibiting certain displays on City job sites that are offensive or show hostility toward a protected group.

Whereas, The display of signs or symbols associated with hate speech or hate groups is contrary to the values of the City and residents in the City's diverse neighborhoods; and

Whereas, The display of signs or symbols associated with hate speech or hate groups by independent contractors, or their employees, at worksites where these contractors are performing infrastructure repairs or improvements for the City is an affront to residents of neighborhoods where this work is being performed, and to the City as a whole; and

Whereas, The display of such signs or symbols also may constitute hostile work environment harassment in contravention of the City's Anti-Harassment Policy, particularly that part of the policy that prohibits the distribution, display or discussion of any written or electronic material, including calendars, posters, and cartoons that are offensive or show hostility toward a protected group; and

Whereas, It is the policy of the City to provide a work environment that is free from sexual harassment and harassment or discrimination based upon age, race, national origin, disability, religion, color, marital status, ancestry, sexual orientation, gender identity or expression, arrest record, conviction, military service, the use or non-use of lawful products off the employer's premises during non-working hours, declining to attend a meeting or to participate in any communication about religious matters or political matters, and genetic testing; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee, that the Commissioner of the Department of Public Works is directed to include in all contracts with independent contractors provisions that prohibit the distribution, display or discussion of any written or electronic material, including calendars, posters, and cartoons that are offensive or show hostility toward any group based on sex, age, race, national origin, disability, religion, color, marital status, ancestry, sexual orientation, gender identity or expression, arrest record, conviction, military service, the use or non-use of lawful products off the employer's premises during non-working hours, declining to attend a meeting or to participate in any communication about religious matters or political matters, or genetic testing.

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Aaron Cadle
February 14, 2018