

**CITY OF IMPERIAL**  
**PROCLAMATION**  
**“FREEDOM FROM WORKPLACE BULLIES WEEK”**  
**October 18 – 24, 2015**

**WHEREAS**, the City of Imperial has an interest in promoting the social and economic well-being of its citizens, employees and employers; and

**WHEREAS**, that well-being depends upon the existence of healthy and productive employees working in safe and abuse-free work environments; and

**WHEREAS**, research has documented the stress-related health consequences for individuals caused by exposure to abusive work environments; and

**WHEREAS**, abusive work environments are costly for employers, with consequences including reduced productivity, absenteeism, turnover, and injuries; and

**WHEREAS**, protection from abusive work environments should apply to every worker, and not be limited to legally protected class status based only on race, color, gender, national origin, age, or disability.

**NOW, THEREFORE, WE, THE CITY COUNCIL OF THE CITY OF IMPERIAL**, do hereby proclaim October 18 – 24, 2015 as

***“FREEDOM FROM WORKPLACE BULLIES WEEK”***

and commends the California Healthy Workplace Advocates and the Workplace Bullying Institute, which raise awareness of the impacts of, and solutions for, workplace bullying in the U.S.; and encourages all citizens to recognize this special observance.

Given under my hand and Seal of the City of Imperial this 7<sup>th</sup> day of October, 2015.

\_\_\_\_\_  
Mark T. Gran, Mayor