



## **Domestic Violence Policy**

**Scope: CITYWIDE**

### **Policy Contact**

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Director

Human Resource Department

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05-09-2000 Memorandum to Department Heads and Division Managers

### **Regulatory References**

05-09-2000 Memorandum: City Policy Against Domestic Violence

### **Effective Date:**

May 9, 2000

## I. Policy

This is to affirm that the City of Sacramento recognizes the destructive effects that domestic violence has on individuals and on the workplace. Domestic violence means intentionally or recklessly causing or attempting to cause bodily injury or placing any family member, domestic partner or cohabitant in reasonable fear of receiving serious bodily injury. Also, a City employee may be the victim of domestic violence and in need of assistance.

The City encourages all employees who believe they are victims of actual or threatened domestic violence to contact the appropriate law enforcement agency, Labor Relations Officer, the Women Escaping a Violent Environment (WEAVE) organization, any other domestic violence counseling service or agency, or the confidential Employee Assistance Program (EAP) for information and referral to available resources. The City continues its commitment to taking reasonable and prudent steps necessary to provide for a safe workplace, offer community resource agency and counseling referrals, and accommodate work schedule modifications where possible and practicable and where it is determined that such actions may assist in mitigating the effects of the actual violent or threatened activity.

Any employee who needs help in controlling anger or emotions, whether on or off the job, is encouraged to contact the confidential EAP, WEAVE, or any other domestic violence counseling service or agency for information and referral to available resources. It is a violation of state law to commit acts of domestic violence. City employees are prohibited from committing or threatening to commit acts of domestic violence whether on or off the job. Any employee of the City of Sacramento who, in violation of this policy, commits any act of domestic violence or makes a threat to do so may be subject to- disciplinary action, up to and including termination where the act or threat is found to be work-related, pursuant to Rule 12.2 (w) of the Rules and Regulations of the Civil Service Board which is quoted in pertinent part as follows:

"Causes for Disciplinary Action. Any City employee may be disciplined for just cause, including but not limited to the following forms of conduct if found to exist: (w) Any conduct rationally related to employment which impairs, disrupts, or causes discredit to the employee's employment or the public service."

City employees and their families have the right to be free of domestic violence. To that end, the City of Sacramento is committed to fully implementing this policy against domestic violence.

If you have any questions regarding this policy, please feel free to contact your department Labor Relations Officer.



OFFICE OF THE  
CITY MANAGER

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May 9, 2000

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**MEMORANDUM**

**TO: Department Heads and Division Managers**

**RE: City Policy Against Domestic Violence**

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If you have any questions regarding this policy, please feel free to contact your department Labor Relations Officer at 264-5424.

A handwritten signature in cursive script, appearing to read 'Robert P. Thomas'.

Robert P. Thomas

City Manager