

THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY

KARL F. DEAN , MAYOR

EXECUTIVE ORDER NO. 009

SUBJECT: Training of all employees of the Metropolitan Government in diversity issues and sexual harassment awareness and prevention

I, Karl Dean, Mayor of the Metropolitan Government of Nashville and Davidson County, by virtue of the power and authority vested in me, do hereby amend former Mayor Bredesen Executive Order No. 99-02 and find, direct and order the following:

I. It is the policy of the Metropolitan Government of Nashville and Davidson County to prohibit discrimination against individuals or groups of individuals, because of race, color, national origin, sex, religion, age or handicap; and

II. Sexual harassment, a form a sex discrimination, is also prohibited; and

II. The Metropolitan Government is interested in having all of its employees receive training on diversity issues and sexual harassment awareness and prevention; and

IV. The training of all employees of the Metropolitan Government is imperative in order to help limit the government's exposure to liability;

1. Training Program. The Metropolitan Department of Personnel, with the assistance of the Metropolitan Department of Law, and in consultation with the Human Relations Commission, shall maintain a program on diversity issues and sexual harassment awareness and prevention and maintain a plan on presenting this program to all employees of the Metropolitan Government.

2. Employee Training. All employees of the Metropolitan Government are required to participate and complete the diversity and sexual harassment awareness and prevention training seminar(s) that shall be conducted under the direction of the Metropolitan Department of Personnel.

3. Persons Covered. This training directive shall apply to all employees of the Metropolitan Government except: employees of Nashville Electric Service, Metropolitan Nashville Airport Authority, Metropolitan Development and Housing Agency, Metropolitan Transit Authority, Metropolitan Sports Authority, Metropolitan Hospital Authority, non-professional employees of the Board of Health, and elected officials. I hereby request that Nashville Electric Service, Metropolitan Nashville Airport Authority, Metropolitan Development and Housing Agency, Metropolitan Transit Authority, Metropolitan Sports Authority, and the Metropolitan Hospital Authority develop a similar training program and require that the employees under their authority receive diversity and sexual harassment awareness and prevention training. I further request that elected officials and non-professional employees of the Board of Health require that the employees under their authority receive the diversity and sexual harassment awareness and prevention training provided by the Department of Personnel.

4. Supervisors Responsible. Each employee of the Metropolitan Government who acts in a supervisory capacity is responsible for ensuring compliance with the Executive Order by those persons in his or her line of authority.

5. Implementation Schedule. The Department of Personnel shall be responsible for providing this training to each new employee of the Metropolitan Government.

Ordered, Effective and Issued:

Karl F. Dean
Mayor

Date: March 17, 2008