



## Department of Employee Relations

**Tom Barrett**  
Mayor

**Makda Fessahaye**  
Director

**Renee Joos**  
Director  
Employee Benefits

**Nicole Fleck**  
Labor Negotiator

### **ETHICS AND HARASSMENT TRAINING FOR ELECTED OFFICIALS AND MAYORAL APPOINTEES**

The Milwaukee Code of Ordinance states that each elected official and appointee shall complete ethics and harassment training provided by the department of employee relations or its designee within 120 days of election or appointment to office. **Current elected officials and mayoral appointees are encouraged to attend.**

#### **Course Description**

This course is designed to help create and maintain a work environment that is free from harassment or any other form of discriminatory conduct or behavior and preventing and eliminating violence in the workplace, and to ensure that all elected officials and mayoral appointees are familiar with the city's ethics code.

#### **Course Overview**

The course covers preventing discriminatory or harassing behavior based on an employee's race, religion, gender — including sexual orientation, gender identity, and pregnancy — national origin, citizenship, age, disability, veteran status, membership in a labor organization, the genetic information of the employee and his or her family members, or any other category protected by law. Other inappropriate conduct that may not rise to the level of illegal conduct is also discussed.

Despite the emphasis on prevention and responsibility in this training course, chances are small that your workplace will ever be faced with a violent incident involving serious injury. Nevertheless, it is important to be prepared, and the best way to be prepared is through knowledge. This course is a concrete approach to reduce the possibility that violence will impact your workplace.

Lastly, as all city officials and mayoral appointees, other than those subject to the jurisdiction of the FPC, are subject to the city's ethics code, this course will also cover the purpose and function of the city's Ethics Board, as well as what constitutes a conflict of interest, rules on outside employment, and in what circumstances an elected official or mayoral appointee can have a private interests in a public contract.

**Presenters:** Anise Thrower, Human Resources Representative and Peter Block, Assistant City Attorney

***ADVANCE REGISTRATION IS REQUIRED by contacting Tiffeny Marsh via email***  
[tlhanki@milwaukee.gov](mailto:tlhanki@milwaukee.gov)

Date	Time	Location
January 12, 2022	8:30AM – 11:00AM	City Hall, Room 303
January 26, 2022	8:30AM – 11:00AM	City Hall, Room 303
January 13, 2022	1:00 PM – 3:30 PM	Virtual
January 27, 2022	1:00 PM – 3:30 PM	Virtual