AGENDA ITEM NO. 5.e

STAFF AGENDA REVIEW WORKSHOP AGENDA ITEM REPORT

DATE: June 23, 2025

SUBMITTED BY: Kimberly Dillon

ITEM TYPE: Resolution

TEMP. RESOLUTION NUMBER: TR#14287

AGENDA SECTION: **Consent Agenda:**

TITLE: TR14287 - A Resolution of the City Commission of the City of Tamarac, Florida, formally adopting the citywide anti-bullying and anti-hate policy consistent with resolution R-2025-047, establishing a zero-tolerance position on bullying, harassment, and hate in all forms, authorizing implementation of community and workplace initiatives promoting a culture of respect, kindness, and inclusion; providing for conflicts; providing for severability; and providing for an effective date.

BACKGROUND: This policy was developed in direct response to Resolution #R-2025-047, which formally establishes the City of Tamarac as an Anti-Bullying and Anti-Hate Community. The resolution calls for proactive steps to ensure that all individuals—residents, employees, and visitors—experience dignity, respect, and inclusion in all City spaces and services.

The City's Anti-Bullying and Anti-Hate Policy outlines a comprehensive and sustainable framework that reflects this commitment. It sets a citywide standard that unequivocally rejects bullying, harassment, and hate in all forms, and is rooted in the core values of kindness, equity, accountability, and unity.

Key components of the policy include:

A public reaffirmation by the City Commission through an annual proclamation and integration into the Tamarac Governance Manual and Commission Orientation.

Community-wide engagement efforts, such as the

#TamaracBeKind campaign, anti-hate forums, school-based initiatives, and Unity Day recognition.

Incident reporting mechanisms, including an anonymous hotline and trauma-informed response protocol to support affected individuals.

Visible expressions of inclusion and solidarity, such as the LOVE mural and “Hate-Free Zone” signage in City facilities.

Clear expectations for ethical leadership, grounded in the City’s Code of Ethics and the ICMA Code of Ethics, reinforcing the obligation to lead with fairness, dignity, and respect.

Internal alignment through a complementary employee policy, ensuring that the City's workforce upholds the same inclusive standards internally as it promotes externally.

To ensure long-term impact and accountability, the policy is formally adopted by resolution and will be reviewed at least every five years by the City Manager’s Office to evaluate its relevance, effectiveness, and responsiveness to the needs of the Tamarac community.

Together, these efforts demonstrate Tamarac’s unified stance against bullying and hate and lay the foundation for a culture of shared responsibility, healing, and hope.

STRATEGIC GOALS: Goal #2 : Tamarac is Safe and People Know It

ATTACHMENTS: