

41-07

FILE NO. 061543

RESOLUTION NO.

1 [Recognizing the detrimental impact of mobbing on creating a safe and productive workplace  
2 for all employees.]

3 **Resolution requesting the Department of Human Resources to recognize the**  
4 **detrimental impact of mobbing on creating a safe and productive workplace for all**  
5 **employees.**

6  
7 WHEREAS, Mobbing, a common form of workplace harassment where one group of  
8 employees psychologically harasses or bullies another colleague, directly impacts not only  
9 the emotional well-being of those targeted, but also the productivity of the entire workforce;  
10 and,

11 WHEREAS, Over the past two decades social scientists have documented this  
12 workplace phenomenon and its effects on both employees and employers; and,

13 WHEREAS, This psychological harassment can be manifested in the form of verbal  
14 comments, constant criticism, isolation and withholding information among many other  
15 harassing behaviors; and,

16 WHEREAS, Mobbing often targets employees whose excellent job performance  
17 distinguishes them from colleagues; and,

18 WHEREAS, Workplace harassment has a tangible effect on the emotional well-being,  
19 job performance and physical health of those targeted; and,

20 WHEREAS, Though every incident of mobbing differs, they often follow a predictable  
21 pattern that begins with increased intimidation and isolation and climaxes with a claim by a  
22 group of colleagues that the victim has committed an offense that requires immediate  
23 adjudication; and,

24 WHEREAS, Regardless of the outcome of any investigation into the alleged offenses,  
25 targets of mobbing often voluntarily resign due to an increase in work related anxiety; and,

1           WHEREAS, An estimated two to five percent of employees will become victims of  
2 mobbing at some point during their careers; and,

3           WHEREAS, It has been demonstrated that those people who have been targeted by  
4 this form of emotional abuse commit suicide at a higher rate; and,

5           WHEREAS, The increased rates of absenteeism, decreased productivity, along with  
6 the added health care and legal costs that result from workplace harassment represent the  
7 true cost of these harassing techniques to employers; and,

8           WHEREAS, All forms of workplace harassment are against the employment policies of  
9 the City and County of San Francisco; now, therefore, be it

10          RESOLVED, That the Board of Supervisors of the City and County of San Francisco  
11 condemns this abusive workplace behavior; and, be it

12          FURTHER RESOLVED, That the Board of Supervisors of the City and County  
13 requests the Department of Human Resources to report back to the Board of Supervisors  
14 within 60 days how, if at all, it can include mobbing, and all forms of psychological  
15 harassment, in their policies covering workforce harassment.

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# City and County of San Francisco

City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4689

## Tails Resolution

**File Number:** 061543

**Date Passed:**

Resolution requesting the Department of Human Resources to recognize the detrimental impact of mobbing on creating a safe and productive workplace for all employees.

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November 14, 2006 Board of Supervisors — REFERRED: Government Audit and Oversight Committee

Ayes: 10 - Alioto-Pier, Ammiano, Daly, Dufty, Elsbernd, Ma, Maxwell, Mirkarimi, Peskin, Sandoval

Absent: 1 - McGoldrick

January 9, 2007 Board of Supervisors — CALLED FROM COMMITTEE

January 23, 2007 Board of Supervisors — AMENDED, AN AMENDMENT OF THE WHOLE BEARING SAME TITLE

Ayes: 11 - Alioto-Pier, Ammiano, Daly, Dufty, Elsbernd, Jew, Maxwell, McGoldrick, Mirkarimi, Peskin, Sandoval

January 23, 2007 Board of Supervisors — ADOPTED AS AMENDED

Ayes: 11 - Alioto-Pier, Ammiano, Daly, Dufty, Elsbernd, Jew, Maxwell, McGoldrick, Mirkarimi, Peskin, Sandoval

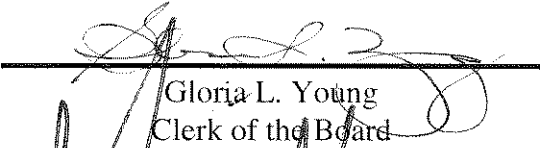
File No. 061543

I hereby certify that the foregoing Resolution was ADOPTED AS AMENDED on January 23, 2007 by the Board of Supervisors of the City and County of San Francisco.

FEB 02 2007

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Date Approved



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Gloria L. Young  
Clerk of the Board



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Mayor Gavin Newsom