



CITY OF BELLINGHAM  
OFFICE OF THE MAYOR  
KELLI LINVILLE

## **MAYORAL PROCLAMATION**

**WHEREAS**, the City of Bellingham, WA has an interest in promoting the social and economic wellbeing of its employees and citizens; and

**WHEREAS**, that wellbeing depends upon the existence of healthy and productive employees working in safe and abuse-free environments; and

**WHEREAS**, surveys and studies have documented the stress-related health consequences for individuals caused by exposure to abusive work environments; and

**WHEREAS**, abusive work environments can create costly consequences for employers, including reduced productivity, absenteeism, turnover, employee health-related expenses and if left unchecked, costly litigation; and

**WHEREAS**, protection from abusive work environments should apply to every worker, and not limited to legally protected class status based only on race, color, gender, national origin, age or disability;

**NOW, THEREFORE, DO I**, Kelli Linville, Mayor of the City of Bellingham, proclaim  
October 14 – 20, 2012

### **FREEDOM FROM BULLIES WEEK**

in the City of Bellingham, Washington.



Signed this 26th day of September, 2012

Kelli Linville, Mayor  
City of Bellingham