

Fundamental Declaration against Violence

All offices and facilities of the Mülheim an der Ruhr municipal administration are (places) free from violence. No form of violence will be tolerated.

Therefore, we take all appropriate measures to prevent incidents of violence and threats to employees of the city administration from occurring, both internally and externally.

Our basic principle is:

Zero tolerance in case of violence

To protect our employees, we will not accept under any circumstances:

- any form of physical, mental or verbal violence or discrimination
- vandalism
- threats
- carrying and showing of any kind of weapons
- verbal harassments and insults
- sexual harassments and assaults
- stalking as well as any kind of persecution, also out of office
- bullying and cyberbullying
- any expression of violent phantasies

Any action contravening this basic principle of non-violence will be documented by the Mülheim an der Ruhr city administration and will lead to legal persecution.

Any employee affected by violence at work will be provided with a line of first-aid measures as well as psychological aftercare.

Mülheim an der Ruhr, october 2023

Lord Mayor

Chairman of the Staff Council

