



CITY OF BOSTON • MASSACHUSETTS

OFFICE OF THE MAYOR  
THOMAS M. MENINO

**EXECUTIVE ORDER**

October 3, 1997

WHEREAS, domestic violence is abusive behavior that is either physical, sexual, verbal or psychological, and is intended to establish and maintain control over an individual; and

WHEREAS, domestic violence instills fear and harms victims and families and must not be tolerated; and

WHEREAS, domestic violence affects everyone regardless of race, gender, sexual orientation, income, or age; occurs in all communities, and destroys relationships, families, lives and businesses,

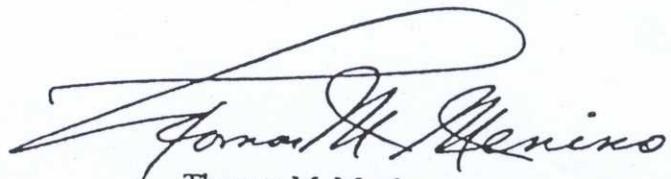
NOW, THEREFORE, pursuant to the authority vested in me as chief executive officer of the City of Boston by St.1948, c.452, §11, and every other power hereto enabling, I hereby order and direct as follows:

1. The City of Boston has "Zero Tolerance" for domestic violence.
2. If an employee who is under the hiring and firing authority of the Mayor is arrested or charged with perpetrating acts of domestic violence or put under a restraining order, that employee must undergo mandatory counseling by the City's Employee Assistance Program or be placed on administrative leave without pay until the issue is resolved in a court of law.
3. If an employee who is under the hiring and firing authority of the Mayor is convicted of charges relating to domestic violence or is found in violation of a restraining order, that employee shall be dismissed.
4. The City of Boston will work diligently to maintain a workplace environment that provides an avenue for assistance for victims of domestic violence without fear of reproach.
5. The City of Boston will ensure that human resource policies and procedures are responsive to victims of domestic violence.

6. The City of Boston will develop a comprehensive Domestic Violence Response Plan to provide programmatic support consistent with the goals of this Executive Order. The Employee Assistance Program and the Women's Commission shall formulate the Plan within 90 days. The Plan shall include, without limitation, the following components:

- an avenue for assistance for employees who have been victims of domestic violence;
- increased availability in the workplace of information about domestic violence prevention and about appropriate victim and batterer resources;
- training for all City departments and agencies to be coordinated by Human Resources, in consultation with the Women's Commission, the Boston Police Department's Domestic Violence Unit, and the Mass Coalition of Battered Women Service Groups, and
- distribution of this executive order and the Domestic Violence Response Plan or a summary thereof to all City employees.

I further direct all Cabinet Officers, Department Heads and City Employees to render such aid and assistance as is required for the implementation of the foregoing policy.

A handwritten signature in black ink, appearing to read "Thomas M. Menino". The signature is fluid and cursive, with a large, sweeping initial "T".

Thomas M. Menino  
Mayor of Boston