

**Article 67**  
**Dignity, Morale and Work Environment**

This Article provides guiding principles which the Employer and Union have determined to be important in an effort to foster a safe, healthy, and respectful work environment. The provisions of this Article are not intended to create an independent right of action. While not all inclusive, the below are reiterated here and throughout the agreement to emphasize their importance.

- Employees, supervisors, management officials, and union representatives will treat each other and members of the public with courtesy, dignity and respect.
- It is the responsibility of all employees, supervisors, management officials, and union representatives to control their behavior at all times and to abide by the Standards of conduct of the Department.
- It is the goal of the Employer to provide a healthy and safe work environment for employees. To the extent practical, the Employer will be proactive in addressing situations where there are health and safety concerns relating to working conditions.
- The Employer recognizes that information shared by employees in confidence must not be shared or discussed with others unless the employee agrees that it is appropriate. This includes, but is not limited to, information about an employee's intent to seek employment outside the employee's immediate office, and information about an employee's mental or health or personal problems. In the event there is a regulatory requirement to convey confidential information, the Employer will inform the employee as soon as it recognizes that this may be necessary.
- Supervisors, management officials, union representatives, personnel specialists, and employees as well, should refrain from discussing with others, except when there is a legitimate business need, negative and potentially hurtful comments regarding an employee's performance, as well as any negative or potentially hurtful comments regarding an employee's mental health or professional demeanor.
- At no time will the act of an employee making a complaint or exercising his/her rights, as it relates to the provision of this Agreement or any other employee right, be the basis for any form of retaliation by the Employer.

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