

City of Lowell Code of Conduct and Standards Policy

The City of Lowell employees, elected officials, and volunteers strive to provide a safe and positive experience for those visiting and working in all City facilities. The City of Lowell supports a workplace that is conducive to personal and professional safety and security that is free of intimidation, threats or acts of violence.

The City does not tolerate workplace violence including threats of violence by anyone who conducts business with the City or those who work for the City. The City will not tolerate harassing conduct or behaviors that affect conditions that interfere with an individual's performance or create an intimidating, bullying, hostile or offensive environment for visitors or employees.

The City expects full compliance of this policy by all. Those who do not comply with this Code of Conduct and Standards may be asked to leave City premises.

- Act honestly, conscientiously, reasonably and in good faith at all times having regard to their responsibilities, the interests of the City and the welfare of its residents.
- Demonstrate respect and courtesy for oneself, others and building properties including public and personal.
- Carry out duties in an efficient and competent manner and maintain specified standards of performance in compliance with reasonable employer instructions and policies and to work as directed.
- Neither use, nor allow the use of City property, resources, or funds for other than authorized purposes, incur no liability on the part of the City without proper authorization.
- Avoid causing inappropriate disturbances or disruptions and engagement in any lewd or offensive behavior.
- Maintain all qualifications necessary for the performance of their duties legally and efficiently.
- All forms of violence will not be tolerated and prohibited.

Failure to behave in a manner consistent with the standards of conduct and policies included herein may result in disciplinary action being initiated against the offending employee. The City shall utilize a fair and equitable process in reviewing an employee's alleged violation of these standards and policies and shall discipline the employee, if called for, in a manner appropriate given the alleged violation.

This policy applies to all paid, appointive employees in City Service other than those positions under the supervision and control of the School Committee. Employees subject to Massachusetts Civil Service Laws and/or collective bargaining agreements are subject only to those provisions in this order which are not specifically regulated by Civil Service Laws or collective bargaining agreements.



Thomas A. Golden Jr., City Manager
July 21, 2023