

Subject: Message for City Council  
From: italy@cavewebmail.info (italy@cavewebmail.info)  
To: italycityhall@yahoo.com;  
Date: Tuesday, August 20, 2013 9:37 AM



On 08/20/13 at 09:37:25 AM, the following was received:

Name : Esque Walker  
Sender Email : thwpa2012@gmail.com  
Phone : 903-641-0068  
Mailing Address : 5032 NW CR 0025 Corsicana TX 75110  
Contents : Honorable Mayor

My name is Esque Walker I am the State Coordinator for Texas Healthy Workplace Advocates a national initiative aimed at encouraging State Legislators to Stop Workplace Bullying. The Workplace Bullying Institutes (WBI) Definition of the Phenomenon ...The repeated mistreatment of one or more persons (the targets) by one or more perpetrators that takes one or more of the following forms: verbal abuse or, threatening, humiliating or offensive behavior/actions (verbal and nonverbal forms) or, work interference -- sabotage -- which prevents work from getting done that is so severe that the mistreatment harms the health of the targeted person -- stress-related physical consequences or psychological/emotional injury -- or leads to economic harm through termination, demotion or denied promotions.

In 2008 the Bureau of Labor Statistics showed 10,374,80 individuals in the Texas workforce and of those individuals 37% (3,838,676) had experienced some form of workplace bullying while another 12% (1,244,976) had witnessed workplace bullying a total of 49% (5,083,652) of adult workers in Texas has been both a witness or a target to this abusive work behavior. The 2012 statistics showed a workforce in Texas of 10,883,200 with 35% (3,809,119) of individuals experiencing workplace bullying 15.5% (1,686,896) witnessing workplace bullying, and 19.6% (2,133,107) being both a target and a witness. This indicates that in 2012 70% (7,618,240) of adult workers in Texas have experienced some type of abusive work conduct.

Workplace bullying share similar characteristics as domestic violence it is all about control and power over the target!

The Third (3rd) Week of every October is Freedom from Bullies Week. The third week in October has been recognized as such at least as far back as 2002. (See: [http://www.usatoday.com/money/jobcenter/workplace/relationships/2002-11-12-bullies\\_x.htm](http://www.usatoday.com/money/jobcenter/workplace/relationships/2002-11-12-bullies_x.htm)).

As a resident of the state of Texas and as the Texas State Coordinator of an effort to get a "Healthy Workplace" bill passed in Texas, and simply as a person who cares about individuals, their mental health, and the growth of the Texas economy, I ask and urge the mayor to officially proclaim the third week of each October as Freedom from Bullies Week.

I have taken the liberty of including the text of the proclamation issue by Mayor John Cook for the City of El Paso in 2010 (see below).

Mayor John Cook of El Paso was the first mayor in the state of Texas to recognize the importance of a

healthy work environment please join him and the forty-eight (48) other mayors of the Texas cities of: Arlington, Bedford, Benbrook, Bonham, Bridgeport, Coahoma, College Station, Conroe, Coppell, Corsicana, El Paso, Euless, Fort Worth, Freeport, Galveston, Gladewater, Glen Rose, Haltom City, Hubbard, Humble, Huntsville, Hurst, Lampasas, Las Colinas, League City, Longview, Killeen, Lancaster, Magnolia, Mansfield, Midland, Missouri City, Navasota, New Braunfels, Odessa, Pasadena, Port Arthur, Rockwall, San Antonio, San Marcos, Santa Fe, Seagoville, Snyder, Southlake, Temple, Tom Bean, Tyler, Universal City, and Watauga in this initiative to bring awareness to workplace bullying. All proclamations will be digitized and located on the website of the Workplace Bullying Institute, and become a part of the anti-bullying projected in Texas and the documents will be displayed in an exhibit at the Texas Capitol in an upcoming event.

Proclamations can be electronically sent to [thwpa2012@gmail.com](mailto:thwpa2012@gmail.com) or mailed to 5032 NW CR 0025 Corsicana, TX 75110.

Thank you for your consideration.

Esque Walker BAAS, MS, PhD.

Texas Healthy Workplace Advocates

903-641-0068 or 903-602-9587

[www.elwbsk4@yahoo.com](http://www.elwbsk4@yahoo.com) or [thwpa2012@gmail.com](mailto:thwpa2012@gmail.com)

Sample text of proclamations issued by other mayors:

Sample Proclamation City of El Paso, Texas

WHEREAS: The city of El Paso has an interest in promoting the social and economic well-being of its employees and citizens; and

WHEREAS: That well-being depends upon the existing of healthy and productive employees working in safe and abuse-free work 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 employees, including reduced productivity, absenteeism, turnover, and employee health-related expenses; 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; and

NOW, THEREFORE, BE IT PROCLAIMED: by the Mayor and council of the city of El Paso that the third week of October shall be known as

?FREEDOM FROM WORKPLACE BULLIES WEEK?

City seal

Signed by the mayor of city