

1 City Council of the City of Glenarden, Maryland
2 2023 Legislation

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4 **Resolution No:** R-XX-2023

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6 **Introduced By:** Council President Derek D. Curtis, II; Council Vice-President
7 Angela D. Ferguson; Councilmember Erika L. Fareed;
8 Councilmember Kathleen J. Guillaume; Councilmember
9 Maurice A. Hairston; Councilmember James A. Herring;
10 Councilmember Robin F. Jones

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12 **Co-Sponsors:**

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14 **Session:** Work Session

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16 **Date of Introduction:** November 21, 2022

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19 **A Resolution to Censure Mayor Cashenna A. Cross**

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21 **WHEREAS**, the City of Glenarden has an elected Council and an elected Mayor; and

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23 **WHEREAS**, Mayor Cross has engaged in activities on social media and other forums
24 which constitutes conduct unbecoming of an Elected Official; and

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26 **WHEREAS**, Such activities include, but are not limited to, making untrue, slanderous,
27 libelous, disparaging or demeaning comments about other Elected Officials of the City or City
28 Staff; and

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30 **WHEREAS**, Engaging in this conduct not only brings the City in disrepute, it incites the
31 masses, endangers the lives and livelihood of Elected Officials of the City or City Staff, and
32 directly affects the City's ability to secure grants from the State of Maryland which provide
33 much needed services for the citizens of Glenarden; and

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35 **WHEREAS**, Mayor Cross has violated Section 818 (Contract procedure) of the Charter
36 and Code of the City of Glenarden in accepting a \$30,000.00 grant from National Fitness
37 Campaign for a Fitness Court with an estimated value of \$142,350.00 which, upon discovery,
38 had to be cancelled and returned; and

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40 **WHEREAS**, Mayor Cross has violated Section 404 (Powers and duties generally) (d) &
41 (e) of the Charter and Code of the City of Glenarden in accepting donations without proper
42 consideration and documentation for the City's records and refuses to provide appropriate
43 records when requested by the City Council; and

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45 **WHEREAS**, Mayor Cross has violated Section 103-1 of the Code of the City of
46 Glenarden in allowing vendors to participate in events without proper payment of fees or proper

47 approval of waiver of said fees; and

48 **WHEREAS**, Mayor Cross has violated Section 16-6 (F) (Use of prestige of office) of the
49 Code of the City of Glenarden by using her position to grant gratis for use of the Gold Room to
50 Partners Achieving Success, an organization on which she sat on their committee;

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52 **WHEREAS**, as Elected Officials, we are expected to lead by example and expectations
53 are set forth in the City of Glenarden's Personnel Manual; and

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55 **WHEREAS**, the Council has observed several acts which it deems to be in violation of
56 the following sections of the City of Glenarden's Personnel Manual:

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59 **Chapter XIII: EQUAL EMPLOYMENT OPPORTUNITY**

60 **Section 3: Complaint Procedure**

61 *"The City prohibits any form of retaliation against any employee for filing a bona fide complaint*
62 *under this policy..."*

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64 **Chapter XVI: WORKPLACE SAFETY POLICY:**

65 **Section 3: Workplace Violence Prevention**

66 *"Threats, threatening language, or any other acts of aggression or violence made toward or by*
67 *an employee will not be tolerated. A threat may include any verbal or physical harassment or*
68 *abuse, attempts to intimidate others, menacing gestures, bullying, stalking, or any other hostile,*
69 *aggressive, and/or destructive actions taken for the purposes of intimidation."*

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71 **Section 4. Workplace Bullying**

72 *The City of Glenarden defines bullying as repeated inappropriate behavior, either direct or*
73 *indirect, whether verbal, physical or otherwise, conducted by one (1) or more persons against*
74 *another or others, at the place of work and/or in the course of employment.*

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76 *The purpose of this policy is to communicate to all employees, including supervisors and*
77 *Department Heads, that the City of Glenarden will not tolerate bullying behavior. Employees*
78 *found in violation of this policy shall be terminated.*

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80 *Bullying may be intentional or unintentional. However, it must be noted that when an allegation*
81 *of bullying is made, the intent of the alleged bully is irrelevant and will not be given*
82 *consideration when determining discipline. As in sexual harassment, it is the effect of the*
83 *behavior on the affected employee that is important. Among other things, the City of Glenarden*
84 *considers the following types of behavior examples of bullying:*

- 85 • *Verbal bullying: Profanity, slandering, ridiculing, or maligning a person or his or her*
86 *family; persistent name calling that is hurtful, insulting or humiliating; using a person as a*
87 *butt of jokes; abusive and offensive remarks.*
88 • *.*
89 • *Exclusion: Socially or physically excluding or disregarding a person in work-related*
90 *activities. In addition, the following examples may constitute or contribute to evidence of*
91 *bullying in the workplace:*
92 ○ *Persistent singling out of one person.*

- 93 o Shouting or raising your voice at an employee in public or in private.
- 94 o Public humiliation in any form.
- 95 o Constant criticism on matters unrelated or minimally related to the person's job
- 96 performance or description.
- 97 o Repeatedly accusing someone of errors that cannot be documented.
- 98 o Spreading rumors and gossip regarding employee(s).
- 99 o Manipulating the ability of someone to do his or her work (e.g., overloading,
- 100 underloading, withholding information, assigning meaningless tasks, setting deadlines
- 101 that cannot be met, giving deliberately ambiguous instructions).

102 **Chapter XIX: HARASSMENT POLICY**

103 *" It is the policy of the City that all employees are entitled to a work atmosphere free from all*
104 *forms of discrimination including sexual and other types of harassment. The City expressly*
105 *prohibits any form of unlawful employee harassment based on age, race, color, creed, religion,*
106 *national origin, ancestry, disability, marital status, sex, sexual orientation, pregnancy, or other*
107 *protected status, or for any reasons prohibited by these regulations. Improper interference with*
108 *the ability of City employees to perform their expected job duties is not tolerated...."*

109 *"... It is the City's policy to take affirmative action to prevent such unwanted contact from*
110 *occurring and to deal with all such reported incident in a fair, impartial and prompt manner.*
111 *Each member of management is responsible for creating an atmosphere free of discrimination*
112 *and harassment, sexual or otherwise. In addition, employees are responsible for respecting the*
113 *rights of their co-workers.";* and
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115 **WHEREAS** the Council has received complaints which demonstrate a pattern of
116 behavior which amounts to an abuse of power; and
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118 **WHEREAS,** Mayor Cross has demonstrated unbecoming behavior of an Elected Official
119 by inappropriate, disrespectful, demeaning speech in the hearing of employees; and
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121 **WHEREAS,** this censure serves as a formal condemnation by the elected body of one of
122 its members; and
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124 **WHEREAS,** this censure serves as a reprimand with the purpose of reforming the
125 individual to prevent further misconduct; and
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127 **WHEREAS,** this censure serves notice that the individual's peers find such conduct
128 inappropriate and against the best interests of the City of Glenarden; and
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130 **WHEREAS,** it is the right and responsibility of the Council as the Legislative branch to
131 check the exercise of authority of the Administrative branch for the best interests of the
132 employees and residents of the City of Glenarden;
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134 **NOW, THEREFORE BE IT RESOLVED** by the City Council of the City of Glenarden,
135 Maryland, sitting in **Regular Session this 21st day of November, 2022** that the Mayor is
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138 requested to cease and desist any actions against employees that are in violation of the City of
139 Glenarden’s Personnel Manual and to act in good faith in dealing with employees who are
140 essential to the daily operations and prosperity of the City of Glenarden and to cease and desist
141 spreading untruths about the City’s Elected Officials; and to comply with the City’s Charter and
142 Code.

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146 Date Approved: _____

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149 ATTEST:

City Council of Glenarden

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153 Council Clerk

Derek D. Curtis, II, Council President

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Angela D. Ferguson, Council Vice President

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Erika L. Fareed, Councilwoman

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Kathleen J. Guillaume, Councilwoman

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Maurice A. Hairston, Councilman

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James A. Herring, Councilman

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Robin F. Jones, Councilwoman

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180 Yea ____

181 Nay ____

182 Abstain ____

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