



## PROCLAMATION

**WHEREAS,** THE CITY OF DES MOINES IS COMMITTED TO FOSTERING A COMMUNITY THAT PROMOTES EQUITY, FAIRNESS, RESPECT, ADHERENCE TO THE LAW, AND EFFECTIVE RESOLUTION OF DISPUTES WITHIN A DIVERSE POPULATION; AND

**WHEREAS,** THE FAIR AND EFFECTIVE RESOLUTION OF DISAGREEMENTS, CONFLICTS, COMPLAINTS, CONFUSION, AND QUESTIONS IS IN THE BEST INTEREST OF ALL PARTIES INVOLVED; AND

**WHEREAS,** THE CITY ACKNOWLEDGES THE NUMEROUS BENEFITS OF PROVIDING OMBUDS SERVICES FOR ADDRESSING ISSUES SUCH AS BULLYING, BIAS, DISCRIMINATION, SEXUAL HARASSMENT, LEGAL DISPUTES, EMPLOYMENT CONCERNS, AND UNETHICAL BEHAVIOR; AND

**WHEREAS,** OMBUDS OFFICES HAVE BEEN ESTABLISHED IN VARIOUS ACADEMIC INSTITUTIONS AND PUBLIC ORGANIZATIONS, PROVIDING HIGHLY VALUED CONFLICT RESOLUTION SERVICES; AND

**WHEREAS,** RESIDENTS OF THE CITY ARE ENCOURAGED TO BECOME FAMILIAR WITH OMBUDS OFFICES AND MAKE USE OF THESE ESSENTIAL SERVICES AS NEEDED.

NOW, THEREFORE, I, T. M. FRANKLIN COWNIE, ON BEHALF OF THE CITY COUNCIL AND THE CITIZENS OF DES MOINES, DO HEREBY PROCLAIM THURSDAY, OCTOBER 10, 2019 AS:

## OMBUDS DAY

AND URGE THE CITIZENS OF DES MOINES TO RECOGNIZE OMBUDS DAY AND TO JOIN IN THIS IMPORTANT OBSERVANCE.

IN WITNESS WHEREOF, I HAVE HEREUNTO SET MY HAND AND CAUSED THE SEAL OF THE CITY OF DES MOINES, IOWA TO BE AFFIXED THIS TENTH DAY OF OCTOBER TWO THOUSAND NINETEEN.

**T. M. FRANKLIN COWNIE, MAYOR  
CITY OF DES MOINES**

