

## **Violence-free municipal administration**

### **Policy statement against violence in the workplace**

The departments, facilities and undertakings of the City of Oberhausen are violence-free places. Violence towards persons and property will not be tolerated.

Cooperation and coexistence are characterised by respectful interaction with one another. The principles of diversity and tolerance are actively practised.

This is why we will jointly implement all of the measures necessary to prevent the occurrence of violence and hazards to persons within our sphere of influence, even before they arise.

The necessary technical, suitable organisational and required financial resources will be provided as needed for measures for the prevention of violence.

Our principle in this regard is zero tolerance towards acts of violence.

The term 'acts of violence' particularly includes the following:

- Any form of mental or physical violence
- Threats
- Defamatory statements
- Carrying or displaying weapons of any kind
- Sexual harassment or assault
- Verbal harassment
- Digital violence
- Insults
- Slander
- Flagrant contravention of measures and orders
- Stalking and mobbing
- Property damage

If acts of violence towards members of staff occur despite the policy of freedom from violence, these will be consistently prosecuted, punished and reported by the Oberhausen Municipal Administration.

At the same time, particular importance is attached to victim protection.

Oberhausen, 20. January 2026

Lord Mayor

Chair of the General Staff Council