

BEFORE THE CITY COUNCIL  
CITY OF CHESTERFIELD, MISSOURI

In Re: The Matter of )  
 )  
**MAYOR BOB NATION** )

**ORDER TO SHOW CAUSE  
AND ANSWER TO CHARGES OF MISCONDUCT**

**WHEREAS**, the Mayor and City Council have received the report of special counsel ("Report") regarding the results of an inquiry into allegations of improper conduct on the part of Mayor Bob Nation, a copy of which is appended hereto for reference; and

**WHEREAS**, the City Council believes the information contained in the Report, the critical portion of which is undisputed, suggests that the Council should consider taking disciplinary against Mayor Nation and institute other appropriate corrective action; and

**WHEREAS**, it is appropriate that Mayor Nation be advised of specific allegations of misconduct and afforded an opportunity to be heard before the Council acts;

**NOW, THEREFORE, IT IS DIRECTED BY THE CITY COUNCIL OF THE CITY OF CHESTERFIELD, MISSOURI, AS FOLLOWS:**

**ORDER TO SHOW CAUSE**

TO: Mayor Bob Nation

You are hereby notified that you are to appear before the City Council on ~~WEDNESDAY~~, **NOVEMBER 4**, 2015, at **5:30** PM in the City Council Chambers at Chesterfield City Hall to show cause, if any there be, why the City Council should not adopt the attached Resolution of Censure in response to your acts of misconduct as detailed in the charges and specifications that follow.

**Item One. Violation of No Harassment Policy**

The City of Chesterfield has adopted and promulgated a "No Harassment Policy" which states in relevant part as follows:

. . . the City of Chesterfield expects that all relationships among persons in the workplace will be business-like and free of bias, prejudice and harassment. Harassment of any kind is prohibited and will not be tolerated.

Harassment is defined as verbal or physical conduct which:

1. Denigrates or shows hostility . . . toward an individual because of his/her . . . gender;
2. Has the purpose or effect of creating an intimidating, hostile or offensive working environment;
3. Has the purpose or effect of unreasonably interfering with an individual's work performance; or
4. Otherwise adversely affects an individual's employment opportunities.

The policy specifically states it encompasses "not only supervisor/subordinate actions, but also actions between coworkers, vendors, customers or other non-employees."

Finally, the policy provides that:

If the City determines that an employee has harassed another employee, appropriate remedial action will be taken against the offender, up to and including termination.

The City prohibits any form of retaliation against an employee for lodging a complaint under this policy or for assisting the investigation of a claim of harassment.

**CHARGE #1** That on July 1, 2015, at the Chesterfield City Hall Mayor Bob Nation violated the Chesterfield No Harassment Policy with regard to the persons identified in the accompanying Report as Jane Doe and Mary Roe, employees of the City of Chesterfield.

**SPECIFICATION 1.1** In (a) closing Ms. Doe's office door without her leave to do so; and (b) subjecting Ms. Doe to a vulgar, unwelcome and angry rant against citizens with whom she interacts and her immediate supervisor and an inappropriate and hostile tirade, Mayor Nation engaged in verbal and physical conduct with the effect of creating an intimidating, hostile and

offensive working environment for Ms. Doe contrary to the City's No Harassment Policy.

SPECIFICATION 1.2 In (a) angrily demanding that Ms. Roe tell him the whereabouts of her supervisor; (b) directing her to provide him unauthorized access to her supervisor's calendar; and (c) subjecting her to his criticism of her direct supervisor Mayor Nation created an intimidating, hostile and offensive working environment for Ms. Roe contrary to the City's No Harassment policy.

### **Item Two. Violation of Conduct Policy**

The City of Chesterfield has adopted and promulgated a conduct policy which gives all personnel "fair notice of what is unacceptable conduct" including, but not be limited to:

4. Discourtesy.

\* \* \*

14. Interfering with the work performance of others. . . . disruptive activity in the workplace.

**CHARGE #2** That on July 1, 2015, at the Chesterfield City Hall Mayor Bob Nation violated the Chesterfield conduct policy with regard to the persons identified in the accompanying Report as Jane Doe and Mary Roe, employees of the City of Chesterfield.

SPECIFICATION 2.1 In (a) closing Ms. Doe's office door without her leave to do so; and (b) subjecting Ms. Doe to a vulgar, unwelcome and angry rant against citizens with whom she interacts and her immediate supervisor and an inappropriate and hostile tirade, Mayor Nation was discourteous to Ms. Doe, interfered with Ms. Doe's work performance and engaged in disruptive activity in the workplace, all contrary to the City's conduct policy.

SPECIFICATION 2.2 In (a) angrily demanding that Ms. Roe tell him the whereabouts of her supervisor; (b) directing her to provide him unauthorized access to her supervisor's calendar; and (c) subjecting her to his criticism of

her direct supervisor Mayor Nation was discourteous to Ms. Roe, interfered with Ms. Roe's work performance and engaged in disruptive activity in the workplace, all contrary to the City's conduct policy.

**ADOPTED BY THE CITY COUNCIL OF CHESTERFIELD THIS 19th DAY OF OCTOBER, 2015.**

A. E. H. Jensen

Bridget M. Nations

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Conrad

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