

Resolution No. 1091-2025

By Council Member Griffin

FOR ADOPTION
September 15, 2025

AN EMERGENCY RESOLUTION

Censuring Council Member Joseph T. Jones for violating Council’s Workplace Violence Policy and Standards of Conduct Policy and formally condemning Council Member Jones’ continued inappropriate and unprofessional workplace behavior.

WHEREAS, on May 19, 2025, during an interaction with a Council staff person, Council Member Joseph T. Jones threatened three times in a row to kill that staff person; and

WHEREAS, that evening during a Council meeting, despite other available seats, including his own assigned seat, Council Member Jones sat next to a staff person with whom he was directed to have no contact due to his previous inappropriate behavior against that staff person; and

WHEREAS, outside investigations of the above two incidents found that Council Member Jones’ threatening remarks, and his intimidating behavior by sitting in direct vicinity of the staff person he was to have no contact with, likely violated Council policies; and

WHEREAS, this Council hereby determines that such conduct is disorderly and violates Council’s Workplace Violence Policy which prohibits violent acts, such as threats of bodily harm, intimidation and bullying, and violates Council’s Standards of Conduct Policy, which summarizes expected behavior and standards of professional conduct in the workplace, and sets forth prohibited conduct, including harassment, abusive or threatening behavior, creating a hostile work environment and bullying; and

WHEREAS, the recent incidents have left the involved staff members anxious, stressed and concerned about their safety and the safety of their family members; they are concerned about continued harassment and retaliation; and they have sought counselling; and

WHEREAS, the above incidents are not the first time Council Member Jones has exhibited inappropriate and unprofessional behavior in the workplace: last year, Jones was disciplined and corrective measures taken because of 6 separate complaints of harassment, sexual harassment, intimidation and bullying against Council staff that an outside investigation found likely violated Council’s sexual and non-sexual harassment policy and workplace violence policy; and

WHEREAS, Jones’ unprofessional and inappropriate behavior has adversely impacted workplace morale, employee confidence and office integrity; and

WHEREAS, this Council does not tolerate violence in the workplace and remains committed to maintaining a safe work environment that is free from threats, bullying, intimidation and harassment; and

WHEREAS, this resolution constitutes an emergency measure for the immediate preservation of public peace, property, health or safety, now, therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CLEVELAND:

Section 1. That this Council hereby censures Council Member Joseph T. Jones for violating Council’s Workplace Violence Policy and Standards of Conduct Policy and formally condemns Council Member Jones’ continued inappropriate and unprofessional workplace behavior.

Section 2. That this resolution is hereby declared to be an emergency measure and, provided it receives the affirmative vote of two-thirds of all the members elected to Council, it shall take effect and be in force immediately upon its adoption and approval by the Mayor; otherwise it shall take effect and be in force from and after the earliest period allowed by law.

BAG:rns
9/15/2025

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READ FIRST, SECOND AND THIRD TIME	READ FIRST TIME	REPORTS
	and referred to	
	CITY CLERK	
	READ SECOND TIME	
	CITY CLERK	
	READ THIRD TIME on SEPTEMBER 15, 2025	
	PRESIDENT	
	CITY CLERK	
	APPROVED	
	MAYOR	