***[New section]***

**XX Traumatic Event Leave**

**Unit members who, during their scheduled workday in the course and scope of their employment, become personally involved in or personally observe a traumatic event as defined in this section, may, upon their request, be authorized to use accrued leave, on the date of the event for the remainder of that work day. Such leave shall not be unreasonably denied.**

**Upon notification, the departmental Director shall make a decision within 24 hours whether to authorize additional paid leave under this section. In the event additional leave is granted under this section, any leave taken by the unit member pending the decision shall be restored to the member’s leave account. The leave may be extended with the approval of the departmental Director or their designee. Any leave taken or granted pursuant to this section shall not be charged against any other paid leave accrued by the employee.**

**As used in this section, the term “Traumatic Event” means an incident which causes individual trauma occurring during the unit member’s scheduled work day in the course and scope of employment resulting from an event, series of events or set of circumstances that is experienced by a City employee as physically, psychologically, or emotionally harmful. This includes an incident resulting in a loss of life or life-threatening injury to another person. Traumatic events may include but are not limited to the following:**

* **Stalking by members of the public;**
* **Violence occurring in City buildings or on City property;**
* **Violence or direct threats of violence towards City staff;**
* **Observing or being the victim of violence (including but not limited to sexual abuse, punching, shootings, stabbings, or robberies) against City staff or members of the public;**
* **Observing or being subjected to sexual misconduct or assault against City staff or members of the public;**
* **Death of a City employee;**
* **Death of a client;**
* **Building collapse;**
* **Fires that result in death or a life-threatening injury to a City employee or member of the public.**