

## Nonviolent city administration

### Declaration of principle against violence

The authorities and institutions of the city administration in Münster are nonviolent places. All employees as well as their citizens treat each other as partners.

Violence against employees of the city administration in Münster and citizens is not tolerated.

Because of this, together, we will take all necessary action to prevent the occurrence of violence and endangerment of employees, citizens and all persons within our area of responsibility.

**The city of Münster is advocating for the principle: “Zero tolerance against violent acts”.**

The term „violent acts“ includes:

- every form of verbal, written and physical violence
- threats
- bringing and showing weapons of all types
- sexist comments and sexual assault
- insults
- bullying
- stalking
- property damage.

Should criminal offences occur despite the principle of nonviolence, these will be consistently punished by the city administration of Münster and reported to the police authorities.

This declaration of principle against violence at the workplace establishes an obligation for the administration manager, all senior managers and all employees to implement all required and agreed upon measures together.

Münster, 18/12/2025

A handwritten signature in black ink, appearing to read "Tilman Fuchs".

Tilman Fuchs  
Head mayor

A handwritten signature in black ink, appearing to read "Carsten Bußmann".

Carsten Bußmann  
General chairman of the staff council