

I'm not robot!

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**ANTI – HARASSMENT POLICY**  
**May, 2018**

The City of Milwaukee is committed to maintaining a professional and positive work environment where all individuals are treated with respect and dignity. It is therefore the policy of the City of Milwaukee to provide a work environment that is free from sexual harassment and harassment or discrimination based upon age, race, national origin, disability, creed (religion), color, marital status, ancestry, sexual orientation, gender identity or expression, arrest record, conviction record, military service; the use or non-use of lawful products off the employer’s premises during non-working hours; declining to attend a meeting or to participate in any communication about religious matters or political matters; genetic testing; lawful source of income, victimhood of domestic abuse or sexual assault, HIV status, domestic partnership, genetic identity, homelessness, familial status, or an individual’s affiliation or perceived affiliation with any of these categories. These categories are protected under Section 703 of Title VII of the 1964 Civil Rights Act, as amended, the State of Wisconsin Fair Employment Relations Act and City of Milwaukee Code of Ordinances.

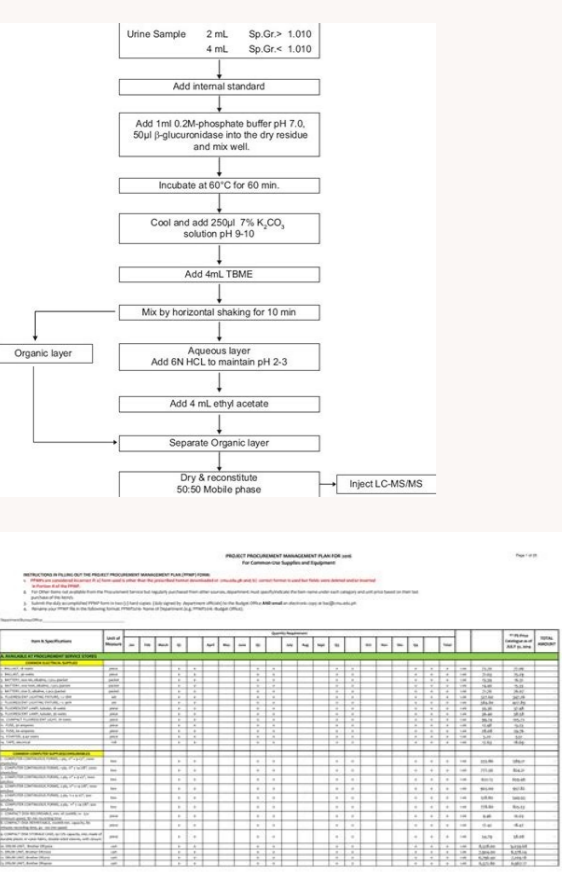
Harassment, including sexual harassment, whether verbal, physical or arising out of conduct at the workplace, at department or City sponsored social functions, or outside of the workplace is unacceptable and will not be tolerated by the City of Milwaukee. Such conduct, whether committed by employees, management, vendors, residents or other non-employees will not be tolerated. The City of Milwaukee is committed to ensuring that:

- (1) the appropriate accountability structure and protocols are in place to try to prevent harassment and respond appropriately when it occurs;
- (2) the appropriate resources and training options are available and used;
- (3) multiple avenues are easily accessible and available for employees to report allegations;
- (4) investigations are conducted by investigators formally trained in conducting harassment investigations;
- (5) employees who make claims of harassment or provide information related to such claims are not subjected to retaliation;
- (6) the identity of claimants and respondents will be kept confidential to the extent practical and appropriate under the circumstances, and as permitted by law;
- (7) thorough and impartial investigations are conducted as soon as practical, when allegations of harassment are filed;
- (8) those found to be in violation of the Anti-Harassment Policy are held accountable in a responsible, appropriate and meaningful way.

Discipline for violation of this Policy may not be progressive, depending on the severity or pervasiveness of the harassment. A first violation, depending on the facts and circumstances, may warrant suspension or discharge.

This Policy applies to all general city employees. Employees of the Police and Fire Departments should refer to their respective standard operating procedures for the applicable policies.

Name of Worker/Person Complainant or Against	Nature of Complaint: Racial, POB, Level, Misc.	Date reported	Action taken with date of first action	Identify other agencies if complaint is referred	Complaint resolved? Y/N	Date Closed



Case Number	Date Received	Investigator	Status
1001	05/01/2018	J. Smith	Closed
1002	05/02/2018	M. Jones	In Progress
1003	05/03/2018	K. Brown	Open

Analgesie. Analgetika.

The NICE Clinical Knowledge Summaries (CKS) site is only available to users in the UK, Crown Dependencies and British Overseas Territories. CKS content is produced by Clarity Informatics Limited. It is available to users outside the UK via subscription from the Prodigy website. If you believe you are seeing this page in error please contact us. The world of image file formats can be overwhelming, but knowing your JPEGs from your PNGs is essential for creatives. As a designer, one of the most common questions you'll get asked is, 'what file format do you want?' closely followed by, 'will this do?' With such a diverse array of options, and names that would have Scrabble champions reaching for the dictionary, it's no wonder that image file formats can be tricky to get your head around at first. Using the wrong image file format can be disastrous, even if you've got one of the best cameras (opens in new tab). What you're ultimately going to use the image for will largely determine the choice of image file format. Ask yourself what quality you need, whether the image will be resized, how quickly you or others will need to upload/open it, and how much space you have to work with. This article explains the need-to-know basics and lists 10 of the most common formats you're likely to come across. But before we jump in to the different file types, we'll take a look at the differences between raster and vector images. Raster vs vector images: The vector circle on the left has clean, sharp edges, while the raster circle on the right has jagged edges when scaled up (Image credit: Future). Broadly speaking you can separate image files into two major types: raster and vector. Both can be produced on computers (see our best computers for graphic design (opens in new tab) if you need an upgrade) and are equally useful in the right situations, but there are some big differences between the two. Raster images (sometimes referred to as a bit map) are based on pixels, which means that the image is composed of a pixel grid, collectively forming a larger image. You can observe this by increasing any photo image in print or digital: you will see many color squares (GB in digital and CMYK in print). The disadvantage is that they depend on the resolution, which suffer from image degradation and loss of details when scaled up. The plot images can be described as with loss or without loss, terms that refer to the compression they use. The loss compression eliminates the pixels to produce a close match with the image, while the lossless use exact reproductions of the original image. Common frame file formats include JPEG, PSD, PNG and TIFF. If you want to get more information about the resolution and the size change of the plot graphics, read our piece on how to change the size of the images in Photoshop (open in the new tab). Vector images are mathematical calculations, represented in the form of geometric paths, created purely on a computer. Because its form is defined by a set of mathematical parameters, they can climb up and down without any loss of quality. As a result, you will often find that they are used for logos, icons and sources, which are expected to be flexible given any situation. Examples of vector file formats are AI, EPS and SVG. The 10 most common image formats 01. JPEG: BECAUSE IT'S EVERYWHERE. JPEG produces low file sizes, you can place more photos on your memory card (as long as you don't plan any heavy edits later) (Image Credit: Future). Used to: take photos on the camera, upload to the web, share on social networks. It can be used for printing, provided it is in the sRGB color space and no editing is required. Low file size, so it keeps space on memory cards. It offers some control over the amount of compression. Compression it suffers from generational degradation, where an image is edited and kept repeatedly. The layers are flattened, so you cannot edit again. It does not save transparency. The JPEGs are the most common and generalized format, both in all types of cameras (see our best telephoto cameras (opens in new tab) vs Mac rivalry in progress. It is also a staple to edit photos and archive images. Pros: format without patents. A variety of compression options. It can have multiple pages and retain layers. Supported by many applications. It can save images with images with Transparency. Cons: Tamaés of very large files, more large than raw and jpeg. Not all applications support multiple tiffs. TIFF is a graphic container without patents, which means that it does not compress images or loses information (unless it is specifically required). This produces high quality images with the disadvantage of large more than large files. 03. PNG: PNG retains transparency when saved, but work better in digital instead of printing (image of image: future) used for: more popular for use on the web. Optimized for screen, so it is not ideal for printing. Pros: supports more colors than Gif. Compress without losing quality. It can save images with transparency. Cons: Más large file size than JPGS. Limited to RGB color space. Initially designed to replace GIFs (see below). PNG is another format designed for the image without loss, which makes it good for photographs and text documents. 04. GIF: good for: web images, especially animated banners and memes. fast load. can be animated. without loss. Small file size. can images with transparency. CONS: Limited colour palette (maximum of 256). Does not support CMYK. For a long time was not patent-free, but is now GFA (pronounced if, apparently) was used on early internet due to its ability to compress images into very small file sizes. It has subsequently been overtaken by JPEGs, but has found its niche in banner ads and social media memes. 05. PSD: PSD files are perfect for Photoshop projects that require multiple layers and complex editing. (Image credit: Future) USED FOR: Creating print or digital Photoshop projects. Photo editing. These days a lot of printers will accept PSDs. PROS: Supports transparencies. Saves any edits or adjustments. Can work with vector and raster images. CONS: Not good support for web or printers. Can quickly grow into large file sizes. A multi-layered image format that literally stands for Photoshop Document. PSDs are extremely versatile and allow editing to be saved and returned to later on. For more on using Photoshop, don't miss our Photoshop tutorials (opens in new tab). 06. RAW: USED FOR: Professional photography, where the photographers want to perform their own edits. PROS: Very good for photo editing as retains all information at high quality. CONS: Large file sizes, so fills up memory card quicker than other image file formats. Not compatible with all photo editing software, may need converting first. Many printers will not accept RAW. Digital cameras offer this as the closest alternative to

