

MOTION

On October 5, 2017, the New York Times published a bombshell story detailing reports of decades of sexual harassment and assault by Hollywood producer Harvey Weinstein. The story caused a national uproar and prompted more women, both within the entertainment industry and in other occupations, to come forward with their stories and experiences of sexual abuse. While the Harvey Weinstein story shed light on the issues of sexual assault and harassment within the entertainment industry, the groundswell of stories that followed inspired an international social media campaign. Hundreds of thousands of women all across the world turned to social media to share their stories of sexual assault, harassment and rape using #MeToo. The #MeToo campaign was launched to demonstrate the magnitude and pervasiveness of sexual assault and harassment in our society.

In California, 147 women, including state legislators, senior aides, lobbyists, political consultants and other women who work in and around the State Capitol, released an open letter exposing the inappropriate behavior, sexual assault and harassment they have suffered for years at the Capitol. The letter denounced the culture of sexual misconduct at the Capitol and launched *We Said Enough*, a campaign to raise awareness and to pledge zero tolerance of sexual harassment and assault in the workplace. In response to the letter, the State Assembly and Senate will hold public hearings to review their current sexual harassment policy. The State Senate has also hired two outside firms to review its policies.

Across the nation, state legislatures, local governments and industry leaders are not only discussing sexual harassment and the abuse of power in the workplace, but implementing policies to support women and men who speak out, to promote a safe work environment, and to prevent and address any systemic workplace harassment.

While the City of Los Angeles has a sexual harassment discrimination complaint procedure and the policy offers multiple avenues to report a complaint, the city does not have a centralized complaint hotline. City employees, as well as city residents who are victimized by a city employee, should be able to easily and quickly report a complaint.

I THEREFORE MOVE that the City Council instruct the Personnel Department to report on the feasibility of creating a sexual harassment and assault complaint hotline and website.

I FURTHER MOVE that the City Council instruct the Personnel Department to reexamine the city's sexual harassment policies to ensure the policies are victim friendly and report back with any recommendations on changes to the policy.

I FURTHER MOVE that the City Council instruct the Personnel Department to report to Council with the number of sexual harassment complaints reported in the last five years, broken down by department.



Presented by:

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Seconded by:

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