

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the sexual harassment discrimination complaint procedure and policy update.

Recommendation for Council action:

NOTE and FILE the April 19, 2018 Personnel Department report relative to the sexual harassment discrimination complaint procedure and policy update.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On June 6, 2018, your Committee considered an April 19, 2018 Personnel Department report relative to the City's the sexual harassment discrimination complaint procedure and policy update. According to the Personnel Department, on January 17, 2018, the Risk Reduction Cabinet (the Mayor's Office, Councilmember Krekorian, and the City Attorney), established in accordance with Executive Directive 18 (A Safe and Healthy Workforce and Risk Management), formally launched the Harassment and Discrimination Initiative and created an interdepartmental working group to conduct an in-depth analysis of:

- a. The reporting and investigation process
- b. Training
- c. Technology
- d. Best-in-class practices and processes in other organizations to inform improvements to City policies and operations.

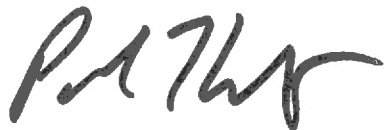
Through the efforts of four subcommittees (Training, Technology, Policies, and Operations) this working group expects to present recommendations to the Risk Reduction Cabinet in May, 2018.

The interdepartmental working group sought input from all City Department Heads on the existing City Sexual Harassment Complaint Procedure, the ways incidents are investigated and resolved, and recommendations for improvement. Accordingly, the Personnel Department surveyed all City Department Heads. Based on the questions that were asked, the most commonly favored items identified in responses were a desire for more consistent and standardized procedures, a centralized reporting process, qualified independent investigators or a third-party review of investigations and resolutions, and bolstered online training with an annual rather than biennial requirement, as well as in-person training.

After consideration and having provided an opportunity for public comment, the Committee moved to note and file the April 19, 2018 Personnel Department report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
HARRIS-DAWSON:	YES
ENGLANDER:	ABSENT

ARL
6/6/18

-NOT OFFICIAL UNTIL COUNCIL ACTS-