

PERSONNEL & ANIMAL WELFARE

MOTION

Recently there have been various high profile accounts of sexual harassment incidents within the Los Angeles Police Department that have highlighted the need to ensure that the City is taking the appropriate steps to prevent and address sexual harassment issues when they arise, not only to safeguard our employees but also to ensure that we are being good financial stewards of the public's dollars and trust.

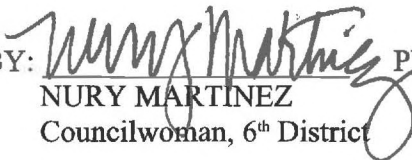
The Harassment and Discrimination Working Group was created in January 2018 and spent six months researching best practices in preventing harassment and discrimination in the workplace while also developing recommendations to enhance the City of Los Angeles' policies, processes, systems and training.

The last status update that was provided to Council was in April 2018. At that time the Personnel Department reported on the City's sexual harassment discrimination complaint procedures. The Working Group was looking into conducting an in-depth analysis of the reporting and investigation process, training, technology and best in class practices and processes in other organizations to inform improvements to City policies and operations. The interdepartmental working group sought input from all City Departments on 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.


The Harassment and Discrimination Working Group developed a report that outlined recommendations to enhance the City's harassment and discrimination policies, processes, trainings and technology. Council has not had an opportunity to review the working group's recommendations. As such, it would be appropriate to request that the Working Group provide the Council with an update on its recommendations.

I THEREFORE MOVE that the Council request that Personnel Department transmit the Harassment and Discrimination Working Group summary report to Council for review.

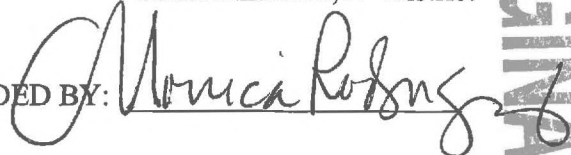
PRESENTED BY:


NURY MARTINEZ
Councilwoman, 6th District

PRESENTED BY:


PAUL KREKORIAN
Councilmember, 2nd District

SECONDED BY:



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