



## Legislation Details (With Text)

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**File created:** 10/17/2013      **In control:** Board of Supervisors

**On agenda:** 10/29/2013      **Final action:** 10/29/2013

**Title:** Supervisor Nutting recommending the Board consider the following:  
1) Direct the CAO to bring back a status report on the motion that was approved by the Board on October 18, 2011, Item 11-1184, on the adoption of a policy regarding bullying and workplace violence;  
2) Direct the CAO to craft a confidential feedback mechanism, including but not limited to willing/voluntary interviews or surveys with former and current County employees to determine if there is an underlying systemic problem; and  
3) If it is determined a problem exists, direct the CAO to bring back a corrective action plan to address this problem. (Refer 10/22/13, Item 33)

**Sponsors:**

**Indexes:**

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**Attachments:** 1. Public Comment received 10-28-13.pdf, 2. Public Comment Rcvd 11-5-13.pdf

Date	Ver.	Action By	Action	Result
10/29/2013	2	Board of Supervisors	Approved	Pass
10/22/2013	1	Board of Supervisors	Failed	

Supervisor Nutting recommending the Board consider the following:

- 1) Direct the CAO to bring back a status report on the motion that was approved by the Board on October 18, 2011, Item 11-1184, on the adoption of a policy regarding bullying and workplace violence;
- 2) Direct the CAO to craft a confidential feedback mechanism, including but not limited to willing/voluntary interviews or surveys with former and current County employees to determine if there is an underlying systemic problem; and
- 3) If it is determined a problem exists, direct the CAO to bring back a corrective action plan to address this problem. (Refer 10/22/13, Item 33)

I believe there is a real and serious under current of intimidation and bullying that is creating an unhealthy work environment and inhibiting the smooth functioning of the county business processes. My goal of last week and today is to balance the delicate nature of transparency by taking action publically to minimize and expose the problems that create such an environment and contributes to our inability to retain qualified employees. The obligation rests with our Board, and we owe it to our employees to find and expose such a problem, and to do nothing would only allow the problem to perpetuate and continue. It is imperative our Board acknowledge the seriousness of this problem and continue to move forward to adopt a comprehensive anti-bullying policy that addresses harassment, bullying and work place violence.