



## Legislation Details (With Text)

**File #:** 18-0194 **Version:** 1  
**Type:** Agenda Item **Status:** Approved  
**File created:** 1/24/2018 **In control:** Board of Supervisors  
**On agenda:** 2/13/2018 **Final action:** 2/13/2018  
**Title:** Human Resources Department recommending the Board approve modifications to Board Policy E-5 - Policy Prohibiting Discrimination, Harassment, and Retaliation, and Reporting and Complaint Procedures

### Sponsors:

### Indexes:

### Code sections:

**Attachments:** 1. A - Draft E-5 Board Policy-Discrimination REDLINE 2-13-18, 2. B - Draft E-5 Board Policy - Discrimination CLEAN 2-13-18

| Date      | Ver. | Action By            | Action   | Result |
|-----------|------|----------------------|----------|--------|
| 2/13/2018 | 1    | Board of Supervisors | Approved | Pass   |

Human Resources Department recommending the Board approve modifications to Board Policy E-5 - Policy Prohibiting Discrimination, Harassment, and Retaliation, and Reporting and Complaint Procedures

### DEPARTMENT RECOMMENDATION

The Human Resources Department is making this recommendation in support of the Strategic Plan Good Governance Goal - Objective 2.2 to update Board policies. Policy E-5 has not been evaluated or updated since its adoption in 2002.

### DISCUSSION / BACKGROUND

As part of Objective 2.2 of the Good Governance Goal in the Board approved Strategic Plan, Board policies are undergoing a review/update process. On December 2, 2002, the Board of Supervisors adopted E-5 - Policy Prohibiting Discrimination, Harassment and Retaliation, and Reporting and Complaint Procedures. The proposed modifications to E-5 primarily delete redundancies, update identification and inclusion of all legally protected categories pursuant to state and federal Law, clarifies existing policy and procedures, and adds language identifying that the County is an Equal Opportunity Employer.

### ALTERNATIVES

The Board may choose not to approve the recommended changes; direct staff to make additional modifications; or take no action.

### OTHER DEPARTMENT / AGENCY INVOLVEMENT

All Departments

### CAO RECOMMENDATION

It is recommended that the Board approve this item.

### FINANCIAL IMPACT

There is no direct financial impact to updating this policy. Indirectly, the proposed policy should reduce the probability of discrimination, harassment, and retaliation and minimize the County's liability.

**CLERK OF THE BOARD FOLLOW UP ACTIONS**

The Clerk of the Board will update the online Board Policy Manual with the approved changes, notify all department heads, as well as any and all Chairs or staff for applicable boards, committees, and commissions.

**STRATEGIC PLAN COMPONENT**

Good Governance

**CONTACT**

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