



Staff Report

TO: Board of Harbor Commissioners

FROM: Julie van Hoff, Director of Administrative Services

DATE: October 16, 2019

SUBJECT: Sexual & Unlawful Harassment Policy; Recommend Adoption

Recommendation/Motion:

Recommendation/Motion: Eliminate current Policy 6.2.5 'Harassment, Discrimination and Retaliation Prevention'. Adopt and replace current Policy with Policy 6.2.5 Sexual & Unlawful Harassment Policy.

Policy Implications:

Update current policy to include additional detail for compliance with State Laws, create greater transparency in the process, improve procedures, and add reporting requirements.

Fiscal Implications/Budget Status:

None

Background/Discussion:

On July 17, 2019, staff presented an item to the Harbor Commission Board discussing the process of updating the District's current policies related to Equal Employment Opportunity; Nondiscrimination; Harassment, Discrimination and Retaliation Prevention; and Policy Against Workplace Violence. The California State Laws have changed since the adoption of these policies, and employers are evaluating and updating their policies across the state. We evaluated and utilized information and recommendations from a variety of sources including the Special District Association, Ogletree Deakins, and the California State Legislature.

Staff worked with the District's Labor & Employment Counsel and the Governance & Policy Committee on the attached proposed Policy 6.2.5 'Sexual & Unlawful Harassment Policy'.

Attachment:

1. [Proposed Policy 6.2.5 'Sexual & Unlawful Harassment Policy'](#)
2. [Current Policy 6.2.5 'Harassment, Discrimination and Retaliation Prevention'](#)