

City of Santa Rosa



Legislation Text

File #: 16-1022, **Version:** 1

REPORT - HARASSMENT, DISCRIMINATION AND RETALIATION PROHIBITION AND PREVENTION POLICY (This item was continued from the July 26, 2016, Regular Meeting)

BACKGROUND: In November 2014, Human Resources staff met and conferred with the bargaining units as required by MMBA (Government Code §§ 3500 et seq.) One slight modification was suggested and accepted regarding employee responsibilities.

In January 2015, the draft Policy was finalized, capturing additional changes in the law that expanded the definition of “protected persons” to include City volunteers and unpaid City interns; and to reflect a change in reporting procedures if a Council member is involved in a complaint by an employee. The complaint will now be referred to the City Manager for further action.

RECOMMENDATION: It is recommended by the Human Resources Department that the Council, by resolution, adopt the revised Anti-Harassment, Anti-Discrimination and Anti-Retaliation Policy.

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