

**MOTION BY SUPERVISOR HILDA L. SOLIS AND  
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**LA County's Sexual Harassment Policies and Procedures**

Over the course of many years, there have been numerous accounts of sexual harassment in the workplace, which have intensified since October. What began as a set of claims related to a Hollywood producer has enabled many women and men to feel courageous enough to step forward and share their stories. The bravery of these women and men cannot be overstated. They have shared harrowing stories of sexual assault, harassment, fear and retaliation. Their stories stretch far beyond the entertainment industry and include nearly all types of employment including the news media, the tech industry, and lobbyists and politicians, both at the State Capitol and on Capitol Hill.

The current focus on this issue has created an opportunity to effectuate positive change throughout the county and the country. The news media has highlighted the fact that many jurisdictions, including Capitol Hill and our state and local governments, do not have adequate programs in place to receive, investigate and take action on complaints related to sexual harassment or other complaints related to discrimination, harassment and retaliation.

The County has, for years, had a strong program to address these issues. The County Policy of Equity and the County Equity Oversight Panel ("CEOP") have existed since 2011. Los Angeles County allows employees to file complaints on their own, to

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any manager or even anonymously, requires all managers to report possible violations, provides for investigations of complaints and recommendations for discipline and allows for the reporting and correction of behavior that may not rise to the level of legally impermissible conduct. Reporting and correcting behavior promotes a positive culture of respect and fair treatment, and encourages the resolution of problems at the earliest opportunity.

In light of the current focus on this issue, it is important to highlight and review Los Angeles County's reporting process.

**WE THEREFORE MOVE THAT THE BOARD OF SUPERVISORS**, direct the Executive Office, County Counsel and DHR to provide a report next week on the County's reporting process, including a description of current practices and a detailed opinion on whether any improvements should be considered.