

MOTION BY SUPERVISORS HILDA L. SOLIS
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July 24, 2018

County Contractor Adherence to the County Policy of Equity

On December 12, 2017, the Executive Office’s County Equity Oversight Panel (CEOP) and the Department of Human Resources (DHR) provided the Board with a thorough presentation addressing the County’s long-standing history of anti-discrimination and anti-harassment policies and procedures in place, leading up to the adoption of the current County Policy of Equity (CPOE) program.

More specifically, the CPOE Program was proactively adopted by the Board in 2011, as a means to address and prevent inappropriate workplace behavior connected to state or federally protected categories (otherwise known as “equity” issues) so as to preserve the dignity and respect of the County workplace and to thereby prevent unlawful workplace behavior. Although the CPOE is widely regarded as a model program, which employs a thorough system of ‘checks and balances,’ including oversight and review of equity complaints by an independent oversight Panel, the presenters recommended several programmatic enhancements. Members of the Board also provided feedback on how processes could be further improved.

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Solis _____

Ridley-Thomas _____

Hahn _____

Barger _____

Kuehl _____

However, assuring the practical efficacy of the policy and program is essential to maintaining an inclusive, dignified, and productive workplace.

On January 16, 2018 the Board of Supervisors directed the Executive Office (CEOP) and DHR, in consultation with County Counsel, to make certain enhancements to the CPOE program. Once such enhancement included working with the Internal Services Department (ISD) and with County Counsel to “examine the feasibility of incorporating an appropriate provision into applicable County service contracts concerning the CEOP Program,” so as to ensure that County contractors understand prohibited conduct in the County workplace.

Accordingly, in consultation with County Counsel and with ISD, the Executive Office (CEOP) has crafted language to be included in all County service contracts and solicitations.

WE THEREFORE MOVE THAT THE BOARD OF SUPERVISORS, instruct all County Departments, in consultation with ISD and County Counsel, to ensure that all prospective County service contracts and future contract amendments include the required contract provisions requiring adherence and acknowledgment of the CPOE.