



**Chief
Executive
Office.**

**COUNTY OF LOS ANGELES
RISK MANAGEMENT**

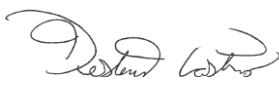
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July 16, 2025

To: All Department Heads

From: Destiny Castro 
Assistant Chief Executive Officer/County Risk Manager

**IMPLEMENT COUNTYWIDE ASSEMBLY BILL (AB) 218
CORRECTIVE ACTION PLAN (CAP)**

Assembly Bill (AB) 218 made it easier for victims of childhood sexual assault to file claims against their alleged abusers. As you know, thousands of plaintiffs have filed claims against the County under AB 218 alleging abuse by County employees or contractors at County or contracted facilities, resulting in over \$4 billion in settlements.

Childhood sexual assault results in lasting harm to individuals and erodes community trust. Preventing childhood sexual assault by County employees is a top priority for our entire organization.

In response to the recent AB 218 settlement, the Chief Executive Office's Risk Management Branch (CEO-RMB), in collaboration with County Counsel and the Department of Human Resources, drafted a comprehensive Countywide Corrective Action Plan (Plan). Please see attached fact sheet for a Plan summary.

Under the Plan, we are developing new Countywide policies to minimize opportunities for County workforce members to engage in child sexual misconduct and establish clear investigative and personnel responses to alleged and substantiated sexual misconduct. CEO-RMB, County Counsel, and the Department of Human Resources will issue updates and guidance on corrective action steps as they become available at future Department Head Meetings.

One component of the Plan involves limiting one-on-one interactions between staff and minors in private, non-observable settings. Implementation of this Plan



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component will likely involve operating changes and potential onetime and ongoing costs for departments. To better understand the implications that such a policy would have on departmental operations and costs, CEO-RMB will convene a workgroup consisting of senior personnel from departments where staff interacts with minors as a regular part of operations. We will reach out to impacted departments separately to schedule these meetings.

Additionally, your departments regularly inspect departmental workspaces for dangerous conditions. As part of these routine inspections and in support of our analysis to identify private, non-observable areas where staff might interact with minors, we will now require that departments incorporate inspections to identify unmonitored areas or "blind spots" where misconduct may occur. CEO-RMB will meet with the departmental facility managers to set the expectations for these inspections. We have revised the [Facility Inspection checklist](#) to incorporate the "blind-spot" review.

Finally, we are revising the annual Risk Management Plan to require departments to specify the number of investigations of child sexual abuse claims filed against their workforce members for the period covered by the Plan. The Risk Management Annual Report will now include a section that indicates the number of child sexual abuse claims and investigations filed against each department and measures taken by departments to prevent future claims.

We appreciate your diligent attention to implementing CAP policies and changes.

If you have any questions, please contact Roberto Chavez, Risk Mitigation Manager, at (213) 351-6433 or RChavez@ceo.lacounty.gov, or Destiny Castro, Assistant Chief Executive Officer at (213) 738-2194 or DCastro@ceo.lacounty.gov.

DC:RUC:BK:mld

Attachment



BACKGROUND

On October 13, 2019, the Governor signed into law AB 218, which extended the statute of limitations period for individuals to file civil lawsuits for childhood sexual abuse against persons and entities, providing a three-year window (starting January 1, 2020) which allowed previously time-barred claims to be revived.

The Chief Executive Office, in collaboration with County Counsel, outside counsel, and the Department of Human Resources, is working with departments on an extensive Corrective Action Plan that will modify policies and processes to reduce the likelihood of future abuses of children and to address any such future allegations in an expedited and consistent manner.

ELEMENTS OF THE CORRECTIVE ACTION PLAN

The Corrective Action Plan includes the following reforms:

- Mandatory child sexual abuse training for all County workforce members.
- Establish policies limiting one-on-one interactions with minors in private settings.
- Develop and disseminate youth sexual abuse prevention materials.
- Create a Countywide hotline and website for reporting child sexual abuse allegations against County workforce members.
- Identify and remedy facility blind spots.
- Develop a system for expedited investigations and independent review by outside experts.
- Review and modify the County's record retention policy.
- Enhance the County's Zero Tolerance policy to ensure the County takes immediate action to the fullest extent of the law when allegations of child sexual abuse committed by a County workforce member are substantiated.
- Require County departments to provide notice to new employees and applicants of the County's Zero Tolerance policy and intent to discipline to the fullest extent allowed by law.
- An outside law firm has been engaged to review civil service rules and offer recommendations on how to make the County more efficient and streamlined when faced with allegations of child sexual abuse.

Additional proposed reforms are being developed or are underway, including advocacy for legislative changes and forward-looking strategies. This includes how the County manages potential future sexual abuse claims on a faster track with quicker resolutions.