

# SACOG Harassment Prevention Policy

**Current Policy**  
**Policy Review**  
**Best Practices**  
**Next Steps**

# SACOG's Harassment Prevention Policy

- Current policy stronger than minimal requirements
- Covers all employees
- Internal Complaint process
- Internal Investigation process

# Best Practices

- Regular trainings for all staff, not just supervisors
- Third Party complaint process
- Third Party investigations
- Policy that explicitly includes Board

	<b>Current</b>	<b>Proposed</b>
<b>Staff Policy</b>	X	X
<b>Board Policy</b>		X
<b>Complaint Process</b>	Internal	Internal or External
<b>Investigation Process</b>	Internal	Internal or External

## Feedback from Strategic Planning Committee

- Engage staff in developing new policy and practices
- Survey similar peer agencies for best practices
- Consider short, concise policy statements
- Don't be overly burdensome or duplicative in any board policy
- Consider aspirational "value statements" for board adoption

## Next Steps

- Jan 8 & 18: Strategic Planning Committee & Board
- Jan 24: SACOG staff training – all staff
- Feb-March: Staff input for changes to policy and procedures
- Spring: Board Policy Adoption