



Item # 18-1-8 Information

Strategic Planning Committee

December 21, 2017

SACOG's Harassment Prevention Policies

Issue: How can SACOG ensure that we develop a work environment that prevents all forms of harassment in general and sexual harassment in particular?

Recommendation: None to date; this item is for information. A more formal recommendation for action will likely be brought to the board in spring 2018.

Discussion: While SACOG has a formal harassment prevention policy that goes above and beyond the minimum required by law, the national spotlight that has been placed on workplace harassment is an important reminder that no agency is immune from improper, unwelcome and illegal behavior. Senior staff is reviewing our current policies, protocols and training practices covering both the staff and the board of directors to ensure that we are doing everything possible to prevent all forms of harassment in the workplace. At your January 8th committee meeting we will:

- (1) Review SACOG's current policies and procedures on the books covering both the staff and the board, including who and what is covered and our current complaint and investigation process;
- (2) Discuss a plan to survey best practices implemented by other agencies that we could look at to strengthen our own policies and procedures;
- (3) Recommended next steps, including any specific areas that we believe may need to be addressed and a timeline for addressing them.

We look forward to getting your input to help ensure that we are doing everything possible to develop a safe work environment and to create a workplace culture that is essential to attracting, recruiting and retaining the best professional talent possible.

Approved by:

James Corless
Chief Executive Officer

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