



Office of the City Manager

September 17, 2015

To: Honorable Mayor and City Councilmembers

From: *DWR* Dee Williams-Ridley, Interim City Manager

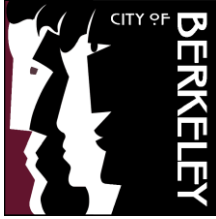
Subject: FY 2015 EEO Complaint Status Report

Attached for your information is the FY 2015 EEO Complaint Status Report prepared by the City's Equal Employment Opportunity (EEO) & Diversity Officer. It provides a summary of the EEO complaints filed and processed during FY 2015.

You may contact Dennis T. Feggans, EEO Officer, with any questions about the report. He can be reached at 981-6811.

Attachment

cc: Gil Dong, Interim Deputy City Manager
Mark Numainville, City Clerk
Dave Abel, Acting Director, Human Resources
Ann-Marie Hogan, City Auditor
Matthai Chakko, Public Information Officer
Dennis Feggans, EEO Officer, Human Resources



Human Resources Dept.

August 26, 2015

To: Dee Williams-Ridley, Interim City Manager
From: Dennis T. Feggans, Equal Employment Opportunity & Diversity Officer
Subject: **FY 2015 YEAR END COMPLAINT STATUS REPORT**

The following report provides a summary of the EEO complaints filed and processed during FY 2015. The complaint summary does not include complaints for failure to provide reasonable accommodation for a disability, as those decisions necessarily involve private medical information which should not be disclosed in a report available to the public.

The City received a total of eight (all but disability-related complaints, described above) internal EEO complaints during fiscal year 2015. The following was revealed:

- All 8 of the cases have been processed and investigated.
- Seven of the complaints contained harassment or hostile work environment allegations; the other complaint concerned a denial of a promotion that was allegedly discrimination.
- Four (or 57%) of the harassment complaints were sustained based on a preponderance of the evidence of unwelcome/offensive behavior in violation of the City's Harassment Prevention Policy. For three complaints, the investigation resulted in no finding of a violation.
- None of the Complainants have taken any further action to date; there are no civil lawsuits pending for any FY 2015 complaints.

Disciplinary actions were implemented in each of the cases where a violation was found (in one case, the decision regarding discipline is pending). There have not been any recurrences of the complained of offensive behavior. There is no apparent correlation or pattern between any of the complaints, as they all involve different alleged perpetrators, in six distinct departments.

FY 2015 YEAR END COMPLAINT STATUS REPORT

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If there are any questions regarding the above information, feel free to contact me at 981-6811.

Approved for distribution:

 (signed copy available upon request)
David Abel, Acting Director of Human Resources

Attachment

FISCAL YEAR 2015 COMPLAINT SUMMARY

No.	AGENCY	PROTECTED CLASSIFICATION	ALLEGATIONS	DETERMINATION	RESOLUTION
1	COB	GENDER (FEMALE)	Employee allegedly subjected to unwelcome behavior by a supervisor.	Violation of the City Harassment Prevention Policy was found. Case closed.	Harasser was disciplined. Complainant did not pursue any further action; no recurrences of alleged behavior.
2	COB	RACE (FEMALE)	Employee allegedly subjected to derogatory race-based comments from subordinate.	Violation of the City Harassment Prevention Policy was found. Case closed.	Harasser was formally counseled. No further actions were pursued by Complainant.
3	COB	RACE & RETALIATION	Employee allegedly subjected to race-based comments and stereotyping.	No discrimination found. Case closed.	Complainant has not pursued any further action; no recurrences of alleged behavior.
4	COB	NATIONAL ORIGIN	Employee was allegedly subjected to offensive comments about minority group members.	Violation of the City Harassment Prevention Policy was found. Case closed.	Harasser (temporary employee) was removed. Complainant did not pursue any further action; no recurrences of alleged behavior.
5	COB	RACE	Employee alleges that denial of a promotion was based on race.	No discrimination found. Case closed.	Complainant has not pursued any further action.
6	COB	GENDER (FEMALE)	Employee alleged harassment and hostile working environment by supervisor regarding work assignments.	No violations of the City Harassment Prevention Policy or discrimination were found. Case closed.	No further actions were pursued by Complainant; no recurrences of alleged behavior.
7	COB	GENDER (FEMALE)	Alleged harassment and a hostile work environment by supervisor.	Violation of the City Harassment Prevention Policy was found. Issuance of final decision pending.	Decision pending regarding discipline for Harasser. Complainant has not pursued any further action; no recurrences of alleged behavior.
8	COB	RETALIATION	Alleged retaliation based on previous protected activity when employee was subsequently issued a written reprimand and allegedly verbally harassed by coworker.	Retaliation was not found. Case closed.	Complainant has not pursued any further action; no recurrences of alleged behavior.