



Office of the City Manager

September 2, 2016

To: Honorable Mayor and City Councilmembers

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

Subject: FY 2016 EEO Complaint Status Report

Attached for your information is the FY 2016 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 2016.

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

Attachment

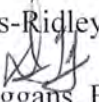
cc: Zach Cowan, Interim Deputy City Manager / City Attorney
Mark Numainville, City Clerk
Sarah Reynoso, Director, Human Resources
Ann-Marie Hogan, City Auditor
Matthai Chakko, Public Information Officer
Dennis Feggans, EEO Officer, Human Resources



Human Resources Dept.

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August 30, 2016

To: Dee Williams-Ridley, City Manager
From:  Dennis T. Feggans, Equal Employment Opportunity & Diversity Officer
Subject: **FY 2016 YEAR END COMPLAINT STATUS REPORT**

The following report provides a summary of the EEO complaints filed and processed during FY 2016. The complaint summary does not include disability complaints because any description of disability-based allegations might jeopardize individual employee privacy rights since this report is subject to release to the public.

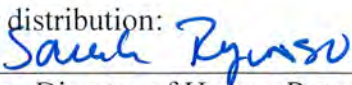
The City received a total of fourteen (all but disability-related complaints) internal EEO complaints during fiscal year 2016. Twelve of the cases have been processed and closed; one complaint is pending resolution and another complaint is open under investigation.

A listing of each of the fourteen complaints, including the protected classification(s) and a brief description of the allegations is attached; a summary analysis of the fourteen complaints revealed the following:

- Eleven cases have been closed with findings of no discrimination.
- Two of the complaints were sustained (one alleging race and the other gender).
- One complaint (allegations of race harassment that were made anonymously) is still being investigated.
- There are no civil lawsuits pending for any of the fourteen FY 2016 complaints.

Further, it should be noted that disciplinary actions were implemented in the two harassment cases where the allegations were sustained. There have not been any recurrences of the complained of offensive behavior. There is no correlation or pattern between any of the complaints (i.e., all are in different work units; all involve different alleged perpetrators; etc.).

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

Approved for distribution:

Sarah Reynoso, Director of Human Resources

Attachment

YEAR END FY 2016 COMPLAINT SUMMARY REPORT

No.	AGENCY	PROTECTED CLASSIFICATION	ALLEGATIONS	DETERMINATION	RESOLUTION
1	COB	RACE	Employee alleged that his release from a temporary position was race based.	No discrimination found. Case closed.	Complainant (temporary status) did not pursue any further action.
2	COB	AGE	Employee alleges that denial of a promotion was based on age.	No discrimination found. Case closed.	Complainant has not pursued any further action.
3	COB	RETALIATION	Employee alleges that denial of a promotion was retaliation.	No discrimination found. Case closed.	Complainant has not pursued any further action.
4	COB	RACE & GENDER (MALE)	Employee alleged that his release from probation was race and gender based.	No discrimination found. Case closed.	Complainant has not pursued any further action.
5	COB	RACE	Employee alleges hostile work environment created by information posted on bulletin board.	No discrimination found. Case closed.	Complainant has not pursued any further action.
6	COB	RACE	Employee alleges hostile work environment created by supervisor making offensive and disparaging comments in the work place.	Violation of the City Harassment Prevention policy was found. Disciplinary action was issued. Case closed.	Complainant has not pursued any further action.
7	COB	HARASSMENT & RETALIATION	Employee alleges that he was treated different from his coworkers regarding work assignments, issued counseling letters, accused of falsifying his time card and denied vacation.	No discrimination found. Case closed.	Complainant has not pursued any further action.
8	COB	RELIGION	Employee was offended by office flyer which featured food not acceptable to her religion.	No discrimination found; case resolved by mutual agreement. Case closed.	Complainant has not pursued any further action.
9	COB	SEXUAL ORIENTATION	Employee alleged that the issuance of a 15 day suspension for poor attendance was in response to him posting a video that opposed same-sex marriages.	No discrimination found. Case closed.	Complainant has not pursued any further action.
10	COB	AGE	Employee alleged that the issuance of a reprimand regarding performance was harassment by her supervisor.	No discrimination found; case resolved by mutual agreement. Case closed.	Complainant has not pursued any further action.
11	COB	NATIONAL ORIGIN GENDER (MALE)	Employee alleges that the issuance of a letter of reprimand for performance was intended to force him to resign.	No discrimination found; case resolved by mutual agreement. Case closed.	Complainant has not pursued any further action.
12	COB	GENDER (FEMALE)	Employee was subjected to offensive, unwelcome behavior and comments of a sexual nature.	Violation of the City Harassment Prevention policy was found. Discipline has been proposed by the Dept.	Complainant has not pursued any further action.
13	COB	AGE AND SEXUAL ORIENTATION	Employee alleges that proposed disciplinary action is unwarranted and constitutes harassment.	No discrimination found; case resolved by mutual agreement. Case closed.	Complainant has not pursued any further action.
14	COB	RACE	Anonymous allegations of hostile work environment.	Open investigation.	