



# County of Santa Cruz

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## BOARD OF SUPERVISORS

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**Meeting Date:** November 7, 2017  
**Date:** October 31, 2017  
**To:** The Board of Supervisors  
**From:** Ryan Coonerty, Third District Supervisor  
**Subject:** ENDING SEXUAL HARASSMENT

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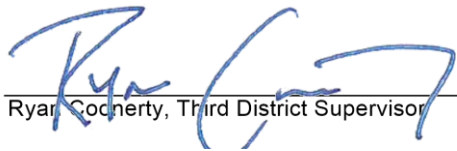
Dear Members of the Board:

It is all too clear that sexual harassment continues to be a major problem in our society and in workplaces across industries and across the country. Nearly every woman has a story to tell of enduring inappropriate comments, inappropriate contact and worse. This is completely unacceptable. It is long past time for our society to honestly reckon with this problem and take all necessary steps to put an end to sexual harassment.

As an employer and a service provider, the County has sexual harassment policies in place and training requirements for all employees. While I'm not aware of specific problems with the County's sexual harassment policy and practices, this is a time for all individuals and institutions to reflect on the persistence of harassment in our culture and double our efforts to eliminate it. It is important to ensure that the County is using best practices that include a strong policy, effective trainings, and swift, thorough, and fair investigations that protect employees and clients from sexual harassment. We must make every effort to prevent sexual harassment.

Accordingly, I recommend the Board direct the CAO and the Personnel Director to review County policies and practices relating to sexual harassment and bring any recommended changes to the Board of Supervisors to ensure the County is employing best practices.

**Submitted by:**

A handwritten signature in blue ink, appearing to read "Ryan Cochrerty". The signature is stylized and written over a horizontal line.

Ryan Cochrerty, Third District Supervisor 10/31/2017