



Campaign Finance and Ethics Commission
Memorandum

January 9, 2020

To: All Office of Campaign Finance and Ethics Commission Employees

From: Denah Hoard, Executive Director, Office of Campaign Finance and Ethics Commission

Subject: Commitment to Equal Employment Opportunity - 2020

In compliance with County of Orange Board of Supervisors Resolution No. 15-135, which commits the County of Orange to Equal Employment Opportunity (EEO) in accordance with state and federal legal requirements, I hereby accept the responsibility and pledge my full support to the County's policy of non-discrimination and equal employment opportunity within this organization.

The County of Orange's Equal Employment & Anti-Harassment Policy and Procedures (EEO Policy) insures full realization of non-discrimination and equal employment opportunity by selecting, training, and promoting employees based on their ability and job performance, and provides for equal opportunities in all aspects of employment without regard to an employee's legally protected status, whether actual or perceived, including race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression or sexual orientation, age, veteran status, citizenship status, use of family medical leave, military leave or any other legally protected classification under state or federal law. Unlawful discrimination, harassment, retaliation and abusive conduct (bullying) in any form will not be tolerated.

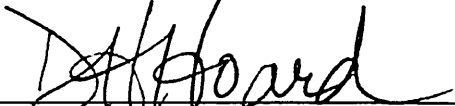
Further, in compliance with the Board of Supervisors Resolution, sexual harassment in any form will not be tolerated. All executives, managers, supervisors and employees are responsible for maintaining a work environment free of sexual harassment.

Any employee, volunteer or intern who believes he or she has been the victim of discrimination and/or harassment including, sexual harassment, in violation of the County's EEO Policy and Anti-Harassment Policy and Procedures should report the incident immediately to his or her supervisor, the Office of Campaign Finance and Ethics Commission's Human Resource Services team, or to the EEO Access Office. When the Office of Campaign Finance and Ethics Commission receives a complaint of

discrimination, harassment, retaliation or abusive conduct or otherwise has reason to believe that discrimination, harassment, retaliation or abusive conduct is occurring, it will take all necessary steps to ensure that the matter is promptly investigated and that prompt, appropriate remedial action is taken. The Office of Campaign Finance and Ethics Commission is committed to take action if it learns of discrimination, harassment, retaliation or abusive conduct in violation of the EEO Policy whether or not the aggrieved employee files a complaint. If the allegation is sustained, appropriate remedial action shall be taken. To ensure Countywide consistency and for the sake of record keeping, information regarding Office of Campaign Finance and Ethics Commission investigations, including the proposed disposition, must be reported to the EEO Access Office before final action is taken.

All Office of Campaign Finance and Ethics Commission supervisory and management employees are responsible for promptly responding to, and/or reporting any suspected acts of discrimination, harassment (hostile work environment and/or quid pro quo), retaliation and abusive conduct. Failure by a Office of Campaign Finance and Ethics Commission supervisor or manager to appropriately report and address known or suspected incidents of discrimination, harassment, retaliation or abusive conduct shall be considered to be a violation of the EEO Policy and appropriate disciplinary action may be taken.

It is expected that all managers and supervisors at the Office of Campaign Finance and Ethics Commission demonstrate leadership by supporting and implementing the EEO Policy & Anti-Harassment Policy as well as all Equal Employment Opportunity Programs administered by the County of Orange. Ann Gonzalez, EEO Coordinator/ Human Resource Manager for the Office of Campaign Finance and Ethics Commission, has delegated responsibility for ensuring compliance with the EEO policy and applicable programs.



Denah H. Hoard
Executive Director

1/9/2020

Date



Ann Gonzalez, EEO Coordinator/ Human
Resource Manager

1/9/2020

Date