



COUNTY OF HUMBOLDT

For the meeting of: 9/23/2025

File #: 25-1043

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

Vote Requirement: Majority

SUBJECT:

Adoption of an Updated Harassment & Discrimination Policy

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve the resolution (Attachment 1) approving the updated County Harassment & Discrimination Policy (Attachment 2).

STRATEGIC PLAN:

This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3001 - Support a well-trained workforce

DISCUSSION:

Employers are required to have a written policy for the prevention of harassment, discrimination, and retaliation under Government Code § 11023. The Human Resources Department (HR) last updated the Harassment & Discrimination Policy in 2016, so the policy needed an update. Therefore, HR updated the policy with the goal of establishing clear guidelines regarding harassment, discrimination, and retaliation for county employees.

Specifically, HR revised the policy to provide updated definitions in accordance with the protected classifications put forward by the California Civil Rights Department. HR also updated the procedure for reporting unwelcome and/or offensive conduct and the responsibilities of management to respond to such reports.

SOURCE OF FUNDING:

All county funds.

FINANCIAL IMPACT:

Narrative Explanation of Financial Impact:

There is no financial impact associated with adopting the updated Harassment & Discrimination Policy other than staff time to create the policy and prepare the item for your Board's review.

STAFFING IMPACT:

Narrative Explanation of Staffing Impact:

There is no staffing impact with the adoption of this policy. However, the adoption of this policy can potentially impact all staff as it provides guidelines for behavior at work.

OTHER AGENCY INVOLVEMENT:

California Civil Rights Department.

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose not to adopt the policy. However, this would not be recommended as the County's Harassment & Discrimination Policy needs an update.

ATTACHMENTS:

1. Resolution
2. Harassment & Discrimination Policy

PREVIOUS ACTION/REFERRAL:

Meeting of: 06/07/2016

File No.: 16-3830