



City of Anaheim
HUMAN RESOURCES DEPARTMENT

August 26, 2013

The Honorable Thomas J. Borris
Presiding Judge
Orange County Superior Court
700 Civic Center Drive West
Santa Ana, CA 92701

Re: 2012-13 Orange County Grand Jury Report, "The Goal of Equal Employment Opportunity: NO VICTIMS"

Dear Honorable Borris:

Thank you for the opportunity to respond on behalf of the City of Anaheim with respect to the 2012-13 Orange County Grand Jury Report, "The Goal of Equal Employment Opportunity: NO VICTIMS." The City's response addresses the Orange County Grand Jury Report's findings and recommendations relevant to our City in accordance with California Penal Code Sections 933 and 933.05.

Responses to Findings F1, F5

Finding F1: Municipalities in Orange County are well-versed in EEO issues and maintain exemplary compliance strategies.

Response to Finding F1: The City of Anaheim agrees with the finding.

Finding F5: The County and several cities do not offer, or provide limited, training in harassment, discrimination, and retaliation, particularly for line staff. At this time, although line staff training is not required, all staff benefit from EEO training.

Response to Finding F5: The City of Anaheim agrees with this finding, while Anaheim does provide training to line staff such training could be more comprehensive.

Responses to Recommendations R1, R2, R3

Recommendation R1: All OC cities and County government shall include funding for training of management and supervision as required by law and ensure training for all employees every two to three years. (F2, 3, 4, 5)

Response to R1: The City of Anaheim has already implemented this recommendation and will continue to allocate sufficient budget dollars to meet the all training requirements.

Recommendation R2: OC cities shall review SIR aggregate limits every five years to assess changes in risk management economies and insurance pool mix. (F6)

Response to R2: The City of Anaheim has already implemented and exceeds this recommendation.

Recommendation R3: OC cities and the County of Orange government shall continue efforts to utilize best practices with respect to Harassment, Discrimination, and Retaliation. (F1, 3)

Response to R3: The City of Anaheim agrees with this recommendation and will continue to utilize best practices in these areas.

The City of Anaheim once again would like to express its appreciation over the efforts of the Orange County Grand Jury at conducting a review of our local government agencies policies and procedures with respect to equal employment opportunity. The City of Anaheim is committed to educating its employees on equal employment opportunity policies and procedures; and maintaining and creating a work environment that is free from harassment, discrimination, and retaliation.

Respectfully submitted,



Kristine Ridge
Human Resources Director

c: Orange County Grand Jury