



September 23, 2013

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

RE: "The Goal of Equal Employment Opportunity: No Victims"

The City of Dana Point is in receipt of and has reviewed the Orange County Grand Jury's report, "The Goal of Equal Employment Opportunity: No Victims." Dana Point understands the importance of awareness and training related to anti-harassment, anti-discrimination, and anti-retaliation and appreciates the Grand Jury's approach to addressing concern over these issues in public sector government.

The City was pleased to learn of the Grand Jury's summary findings which commend Orange County cities in their awareness and approach to handling matters relating to sexual harassment and discrimination, and acknowledges that the County is making continued efforts to reduce its liability exposure. The City supports the Grand Jury's findings specific to the City of Dana Point (F1, F4, F5, and F6), and has implemented the recommendations, R1, R2 and R3. Dana Point's adopted budget includes funding for the required and recommended training and will continue to ensure training as noted in R1. Although the City does not carry its own SIR, we participate in a risk management joint powers insurance pool and annually review our aggregate limits and risk exposure (R2). As noted in R3, the City will remain vigilant in its efforts to utilize best practices regarding Harassment, Discrimination, and Retaliation.

For further information or questions, please feel free to contact my office at (949) 248-3513.

Sincerely,



Doug Chatkevys  
City Manager

cc: Orange County Grand Jury