



CITY OF FULLERTON

Human Resources Department

Personnel Services (714) 738-6361
Employee Benefits (714) 738-6361
Risk Management (714) 738-5321

August 21, 2013

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

Dear Judge Borris,

The Director of Human Resources of the City of Fullerton hereby provides a response to the findings as directed in the 2012-2013 Orange County Grand Jury report, "The Goal of Equal Employment Opportunity: No Victims."

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

The City of Fullerton agrees with the finding as to this City. The City strives to maintain a workplace free from discrimination, harassment and retaliation. The City recognizes the critical importance of implementing and adhering to strong Anti-Harassment, Discrimination and Retaliation policies and programs not only to ensure compliance with state and federal mandates and to avoid litigation, but of equal importance, to forst a workplace free from fear, threat and intimidation.

Finding F4: Complaint ratios between OC cities and the County of Orange are similar; but differences in how previous complaints were handled in the County led to major problems.

The City of Fullerton agrees with the finding as to this City. The City strives to maintain a workplace free from discrimination, harassment and retaliation. The City investigates all complaints. Outside investigators are used whenthe severity or pervasiveness of the scope of complaint or an actual or perceived conflicts merit doing so.

Finding F5.: The County and several cities do no offer, or provide limited, training in harassment, discrimination, and retaliation, particularly for line staff.

THE EDUCATION COMMUNITY

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The City of Fullerton agrees with the finding. The City of Fullerton training program for line staff includes providing and reviewing the City's Anti-Harassment Policy to employees at orientation and targeted retraining in response to specific needs.

Finding F6: There are several Risk Management Joint Powers Insurance Pools (of which most cities are members) to ensure adequate coverage and sharing of liability with other member entities.

The City of Fullerton agrees with the finding that joint insurance powers insurance pools provide necessary coverage for employment practices liability exposure. The City belongs to the Independent Cities Risk Management Authority (ICRMA) which provides excess coverage for employment practices liability.

Sincerely,



Gretchen R. Beatty
Director of Human Resources

cc: Raymond Garcia, Foreman
Orange County Grand Jury
700 Civic Center Drive West
Santa Ana, CA 92701