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Preventing Sexual Orientation Discrimination



City of Los Angeles Policies and Procedures

All employees and job applicants shall be treated equally regardless of their actual or perceived sexual orientation.

What is Sexual Orientation?

Sexual orientation refers to an individual's physical, spiritual and/or emotional attraction to the same and/or opposite sex, including homosexual, bisexual, or heterosexual orientations.

City Policy

The City of Los Angeles is committed to providing its employees a working environment free from sexual orientation discrimination and harassment. Discrimination is prohibited on the basis of one's actual or perceived sexual orientation, including or perceived heterosexual, lesbian, gay, or bisexual orientation. It is an unlawful employment practice for the city to fail or refuse to hire, to segregate, to fail to provide training, to discharge any individual, or otherwise to discriminate against any individual on the basis (in whole or part) of such individual's known or presumed sexual orientation. Such conduct is unacceptable and will not be tolerated nor condoned. (Refer to Executive Directive No. 2001-35).

New Legislation – Employee Liability For Harassment

AB-1856 – Employee Liability for Harassment: Effective January 1, 2001, employees who engage in unlawful harassment can be held personally liable regardless of whether the employer is found liable.

Unlawful harassment is the creation of or contribution to a hostile, intimidating, threatening, offensive, or abusive work environment on the basis of known, suspected or presumed protective basis, such as sexual orientation, disability, religion, race, etc. This includes written, spoken, graphic or demonstrative derogatory terms, slurs, comments, gestures, ridicule, threats, rumors, or jokes.

Management Responsibility

Department managers have the duty and responsibility to take all necessary steps, including appropriate disciplinary action, to carry out the City's policy against sexual orientation discrimination.

Employee Responsibility

Employees who believe that this policy has been violated are encouraged to contact either: the EEO counselor of his/her Department; the City's Sexual

Orientation Coordinator in the Personnel Department; or the Personnel Department's Office of Discrimination Complaint Resolution.

Any employee who observes an incident of sexual orientation discrimination should cooperate in any investigation, which may be conducted in response to a complaint. To the extent possible, the City will provide confidentiality with respect to the filing and investigation of the complaint. It is against City policy, Federal, and State law to retaliate against an employee for filing or participating in the investigation of complaints.

Where can City employees go for help?

- Citywide Sexual Orientation Coordinator, Personnel Department (213) 847-9800
- Office of Discrimination Complaint Resolution (213) 485-8250
- California Department of Fair Employment and Housing (DFEH) 611 West Sixth Street, 15th Floor Los Angeles, CA 90017 1-800-884-4684
- Federal Equal Employment Opportunity Commission (EEOC) (255 East Temple, Fourth Floor Los Angeles, CA 90017 1-800-884-4684