

# CITY ATTORNEY STATEMENT

JULY 12, 2013

## SAN DIEGO CITY ATTORNEY'S OFFICE STATEMENT REGARDING ALLEGED SEXUAL HARASSMENT

**San Diego, CA:** The San Diego City Attorney's Office has received numerous inquiries regarding the recent publicity involving alleged sexual harassment.

At our request, a citywide e-mail was sent, reminding all employees of the City's policies on sexual harassment and the obligation of supervisors to take corrective action. That e-mail is attached. The City's policies cited in the e-mail include the following:

"The City has a **100% Response Policy** on claims of discrimination, harassment, and retaliation. This means the City will respond and, if necessary, investigate reports of discrimination, harassment, or retaliation made in the workplace and will take appropriate action. The result of that action may range from informal counseling to disciplinary action, up to and including termination, even if it is the first time such behavior occurs. Prior incidents of harassment may be considered when assessing the facts and circumstances of a later complaint."

"Every City employee, contract worker, and volunteer is expected to support and enforce this Policy. Supervisors who observe or know of a harassing situation, and fail to take corrective action, may be disciplined even if the harassment is not taking place in their work unit."

Our office has not received any specific information or claim or even the name of any claimant. We are not aware of any City agency that has received any claim. We have requested such information, if it exists. We do not know if the Mayor or his office has received a specific claim. When or if our office receives information, we will take appropriate steps to defend the City of San Diego's legal interests and meet its obligations to our employees, including the Mayor.

*Please contact Tom Mitchell at (619) 533-4782 or [tmitchell@sandiego.gov](mailto:tmitchell@sandiego.gov) for more information.*

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