

A G E N D A



Recommendation for Council Action

Austin City Council		Item ID	65043	Agenda Number	18.
Meeting Date:	12/1/2016		Department:	Human Resources	
Subject					
Approve a resolution amending the City's Personnel Policies to revise definitions regarding discrimination, harassment, sexual harassment, retaliation, and employee conduct.					
Amount and Source of Funding					
Fiscal Note					
There is no unanticipated fiscal impact. A fiscal note is not required.					
Purchasing Language:					
Prior Council Action:	March 24, 2016 – Council Resolution # 20160324-014 related to Discrimination, Harassment and Retaliation				
For More Information:	Joya Hayes, Director, Human Resources, 512-974-3215; Deven Desai, Interim Assistant Director, Human Resources, 512-974-6785				
Council Committee, Boards and Commission Action:					
MBE / WBE:					
Related Items:					
Additional Backup Information					
<p>Council resolution # 20160324-014, passed March 24, 2016, directed the City Manager to review all City anti-discrimination policies and procedures, and update definitions of discrimination, harassment, and retaliation. Draft policy language was provided to Council on June 30, 2016.</p> <p>Human Resources staff completed a review of all City anti-discrimination policies and protocols. Staff also gathered information from Equal Employment Opportunity Commission, stakeholder meetings with the Human Resources Department, representatives from the employee affinity groups, management representatives, employee stakeholder groups and employees. This feedback led to the final proposed language found in the revised personnel policy language.</p> <p>The revised language includes updated definitions of discrimination, harassment, and retaliation in city Personnel Policies, added guidance for employees seeking accommodation of physical and mental disabilities, and added reference to the anonymous complaint mechanism to the Personnel policy manual. The definitions are consistent with benchmarking and best practices. As part of the revised language, there are also updates to the current Employee Conduct language, to include a broader scope of prohibited conduct, as this directly relates to the discrimination, harassment, and retaliation policy.</p>					