



Public Safety Commission Recommendation no. 20191202-003

Date: December 2, 2019

Subject: Recommendation that Council Order Reforms to Austin Fire Department Sexual Harassment and Racial Harassment Policies

The Public Safety Commission recommends that Council direct the City Manager to make the following reforms to the Austin Fire Department's procedures regarding workplace sexual and racial harassment:

1. During the disciplinary hearing for any employee accused of sexual or racial harassment, the victim will be permitted the same opportunity to privately address the chain of command that is afforded to the accused employee.
2. During the disciplinary hearing for any employee accused of sexual or racial harassment, the victim will be permitted to be accompanied by a union representative of his or her choosing.
3. An AFD supervisor who is the same sex (in the case of sexual harassment) or race (in the case of racial harassment) as the victim will be included in the entire disciplinary hearing for any employee accused of sexual or racial harassment—including the chain of command's deliberations—as a resource for the chain of command.

Vote

For: 8

Against: 0

Abstain: 0

Absent: 3 (Commissioners Rebecca Gonzales, Ed Scruggs, and Preston Tyree)

Attest: *[Staff or board member can sign]*

Janet Jackson
Janet Jackson, Board Liaison,
Austin Police Department