



# Report on SB 480 (Stern, D-Calabasas): Metropolitan Water District of Southern California rules: inappropriate conduct

Communications and Legislation Committee

Item # 9-2

April 12, 2021

# SB 480 (Stern): Summary

- Amends the Metropolitan Act
- Adds definition for “inappropriate conduct”
- Requires Ethics Office to:
  - Adopt rules relating to “inappropriate conduct” by board members, officers and employees for the Board’s approval
  - Provide education
  - Investigate complaints
  - Make available to public results of investigations
  - Propose a schedule of penalties for the Board’s approval

# Background: Inappropriate Conduct

Any conduct toward others that is physical, verbal, or visual based on or because of sex, gender, gender identity or expression, race, color, ancestry, religious creed, national origin, age for 40 years of age and over, physical or mental disability, sexual orientation, marital status, military or veteran status, medical condition, genetic information, or any other characteristic protected by state or federal employment law when the conduct reasonably would be considered inappropriate for the workplace.

# Background

- SB 480's definition of "inappropriate conduct"
  - Addresses EEO conduct toward others
    - Physical, verbal, or visual
    - "Reasonably" inappropriate for the workplace
  - Encompasses all protected class categories

# Background

- Metropolitan policies currently address “inappropriate conduct”
  - Equal Employment Opportunity Policy H-07
  - Sexual Harassment Policy H-13
  - Various Administrative Code Sections
  - Memoranda of Understanding
- Human Resources Group investigates EEO violations by officers and employees
- Reports of EEO violations by directors are reported to Ethics Office or Board Chair

# Summary

- Metropolitan is committed to review and improvement of its EEO policies and procedures
- Staff will work with author's office and keep them apprised of Shaw Law Group review and Board actions

