



Resolution: The Public Employee Committee of the San Francisco Labor Council Calls for a Neutral Third-Party Investigation and Continuing Oversight of the City and County of San Francisco's Human Resources Department Equal Employment Opportunity Division

WHEREAS, recent events have focused a light on illegal and fraudulent conduct within the Equal Employment Opportunity Division (EEO) of the San Francisco Department of Human Resources (DHR); and

WHEREAS, this corruption has called into question the integrity and neutrality of investigations into discrimination and harassment complaints brought by City employees; and

WHEREAS, labor organizations representing City workers have repeatedly raised concerns regarding the lack of staffing in EEO, lack of transparency, timeliness, and the City's repeated failure to meaningfully correct racial discrimination reinforcing the racially stratified status quo; and

WHEREAS, there is a lack of trust as to a fair and just outcome to discrimination and harassment complaints brought by City employees caused by the City's pattern of conduct; and

NOW, THEREFORE BE IT RESOLVED, that the San Francisco Labor Council calls on the City to institute a neutral and independent investigation of DHR's EEO Division's handling of City employee complaints filed with the EEO Division in the last five (5) years; and,

BE IT FURTHER RESOLVED, that the San Francisco Labor Council insists that the City provide direct oversight and take all necessary measures to ensure that the DHR EEO program and all Human Resources operations and all City Department's EEO Divisions are operated with the goal of correcting racial and social injustice to ensure that complaints of discrimination and harassment are taken seriously, properly investigated, timely resolved, and that procedural safeguards are put in place to restore City employees' trust in the fairness of the process.

Adopted unanimously by the San Francisco Labor Council on October 26, 2020.