



Emily M. Murase, PhD
Director

City and County of San Francisco
Department on the Status of Women



Mark E. Farrell
Mayor

June 28, 2018

Alisa Somera
Clerk, Rules Committee
San Francisco Board of Supervisors
City Hall, Committee Room 263
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

Re: Harassment Prevention Training for City Employees - Reporting Requirements for City Departments - Time Frame for Filing Equal Employment Opportunity Complaints (File No. 180546)

Dear Ms. Somera:

The Department on the Status of Women has examined Supervisor London Breed's proposed ordinance to require all City employees to complete harassment prevention training annually and regular reporting on sexual harassment training, complaints, and settlements, and to extend from six months to one year the filing deadline for equal employment opportunity complaints. We strongly support these efforts to strengthen the City's sexual harassment prevention and response, which were recommended by the Commission and Department on the Status of Women on March 1, 2018.

Over the last year, complaints against Hollywood producers, chefs, professors, journalists, and elected officials have raised the issue of pervasive sexual harassment against women in every industry. The Equal Employment Opportunity Commission Task Force on Harassment in the Workplace found that up to 85% of women experience gender discrimination or sexual harassment at work. As an employer, San Francisco must lead by taking measures to increase accountability, transparency, and reporting of sexual harassment in the workplace. Every employee also has a role to play; educating each member of the City family about their responsibility to prevent sexual harassment and how to report it will ensure San Francisco lives up to its commitment to a harassment free workplace. Further, this legislation requires the Department on the Status of Women to post on its website the reports from the Department of Human Resources and the City Attorney. We agree that shining a light on harassment complaints and settlements will ensure that the City is accountable to its employees and all San Franciscans, and serves as an example for the private sector.

On behalf of the Commission on the Status of Women, I also would like to report that the Commission voted unanimously at its meeting on Wednesday, June 27, 2018 in support of this proposed ordinance (File No. 180546). We encourage the Board of Supervisors to stand against sexual harassment in the workplace and pass this important legislation.

Sincerely,

Emily M. Murase