



## ANNUAL EQUAL RIGHTS REPORT FOR 2007/2008

**July 1, 2007 to June 30, 2008**

1. County Work Force

As of June 30, 2008, Stanislaus County had a total of 4,462 full-time employees. The June 30, 2008 date is used for Federal EEO reporting. In addition, the County has tabulated recruitment data through June 30, 2008, which is used to calculate the workforce utilization numbers. The following data includes the 2000 Labor Market Census Data. The 2000 Census General Population is included for informational purposes only.

	<b>2000 Census General Population</b>	<b>2000 Census Labor Market</b>	<b>County Workforce</b>
<b>American Natives</b>	1%	1%	1%
<b>Asian</b>	4%	4%	6%
<b>Blacks</b>	2.5%	2%	3%
<b>Hispanics</b>	30%	28%	24%
<b>Females</b>	50%	45%	65%

Based upon the 2000 Labor Market Census Data for Stanislaus County the Equal Rights hiring goals were met for Asians, Blacks, and Females. Hispanics are underutilized by 4% overall. Workforce utilization revealed that as of June 30, 2007, minority employees in the County stood at 34% which is slightly lower than 35% representation of the entire Stanislaus County labor force population.

2. Equal Employment Opportunity (EEO) Training

A total of 1,032 employee training hours were provided this year to 223 County employees. The training areas covered four areas which are: **Bridging Diversity**- 4 classes, 58 employees attended, 406 training hours; **Disabilities Awareness**- 2 classes, 46 employees, 184 training hours; **Gender Communication**- 2 classes, 34 employees, 102 hours and **Preventing Sexual Harassment (non-mandatory)**- 4 class, 85 employees, 340 training hours. The mandatory Sexual Harassment course is discussed below. Our expectation is to continue providing a high level of quality training as we have in the past.

Additionally, AB 1825 became effective January 1, 2005. AB 1825 requires that by January 1, 2006, an employer having 50 or more employees to provide at least 2 hours of interactive training and education regarding sexual harassment to all supervisory employees who are employed as of July 1, 2005, and to all new supervisory employees within 6 months of their assumption of a supervisory position. After January 1, 2006,

each employer covered by this section must provide sexual harassment training and education to each supervisory employee once every 2 years. Four sessions were offered this reporting period with 497 employees attending for a total of 994 training hours. **NOTE:** Some of these sexual harassment training sessions were conducted by an outside training agency.

In addition to the foregoing training, the California Association of Equal Rights Professionals' annual training conference continues to attract and provide our employees (particularly our Department Equal Rights Officers) with invaluable training opportunities in the EEO realm. We will continue to encourage our Departments to participate in regional and annual conferences and training offered by this organization.

3. Equal Employment Opportunity (EEO) Complaints

Thirteen (13) complaints were filed with the County in this reporting period; twelve of these complaints were also filed with the Department of Fair Employment and Housing (DFEH) and proceeded on a parallel process. Three were charges of age discrimination, four were charges of racial discrimination (one included race and medical condition; one included race and retaliation), three were charges of National Origin/Ancstry discrimination (one included religious beliefs and national origin/ancestry), one was a charge of sexual harassment, and one was a charge of discrimination without mention of a protected class. The thirteenth complaint was a charge of discrimination without mention of a protected class and no complaint was filed with DFEH. Of the 12 complaints filed with DFEH, five were closed with no violation of the statute found; two were closed/dismissed and Right to Sue letters were sent; three no action required from the County at this time; one EEOC is terminating its processing of the charge and closing case. The remaining complaint, EEOC is requesting information be sent.

For informational purposes, harassment for investigative purposes includes, but is not limited to:

Speech such as epithets, derogatory comments or slurs and lewd propositioning on the basis of race, sex, religion, national origin, ancestry, disability, medical condition, marital status, age or sexual orientation. This includes inappropriate sex-oriented comments on appearance, including dress or physical features, or race-oriented stories and jokes.

Physical acts such as assault, impeding or blocking movement, offensive touching, or any physical interference with normal work or movement when directed at an individual on the basis of race, sex, religion, national origin, ancestry, disability, medical condition, marital status, age or sexual orientation. This includes pinching, grabbing, patting, propositioning, leering or making explicit or implied on-the-job threats or promises in return for submission to physical acts.

Sexual harassment is defined as unwelcome conduct that is so severe and pervasive as to change the conditions of the claimant's employment and create an intimidating, hostile, or offensive work environment.

In determining whether or not harassment occurred, the totality of the circumstances are considered, including: nature of conduct, how frequently it was repeated, whether the

conduct was hostile and patently offensive and unwelcome, whether the harasser directed at more than one individual, and/or whether the conduct was severe and pervasive and so hostile as to alter the complainant's conditions of employment.

During the course of an investigation of the complaints mentioned previously, it is important to note that an unsubstantiated complaint may bring forward issues that do not rise to the level of harassment as outlined above. If during the course of an investigation an issue arises that needs to be addressed the County will institute changes as necessary.

4. Accessibility to the Disabled

Disabilities awareness training, which is conducted by our local Disability Resource Agency for Independent Living (DRAIL), will continue to be provided this year. The County updated its Progressive Employment Program (PEP) in 2000 in an effort to promote increased employment opportunities for persons with disabilities.

5. Equal Rights Annual Awards

This program continues to annually recognize our Department Heads and department representatives for promoting Equal Rights. The recipients of the Annual Equal Rights Awards in 2008 were Sonya Harrigfeld, Director of Environmental Resources and Parks and Recreation and Jody Hayes, Stanislaus County's Equal Rights Officer. These individuals were recognized at a special awards ceremony sponsored by the County's Equal Rights Commission.

6. Stanislaus County Equal Rights Commission

During this reporting period, the Equal Rights Commission struggled to retain a full Commission due to turnover of Commission members. However, as a group the Equal Rights Commission that existed continued to be active in promoting Equal Rights goals and objectives in Stanislaus County. Our goal is to return to a full commission and to continue to strive for an active Equal Rights Commission in 2008/2009.

7. Equal Employment Opportunity Signage

This is an area we will continue to monitor to ensure that the required Equal Employment Opportunity signage, i.e., posters/bulletins from the Equal Employment Opportunity Commission, Department of Fair Employment and Housing, other EEO enforcement agencies, and, memos from the County Chief Executive Officer, County Counsel and County Equal Rights Officer for non-discrimination are properly posted.

8. Annual Equal Employment Opportunity Reporting

This reporting system provides for departments to complete a seven-part report annually wherein key components of their Equal Rights Program, i.e., under-utilization, EEO training participation, departmental participation in Equal Rights Commission meetings, EEO complaint levels, PEP participation, and so forth, are reported. This reporting system allows our County Departmental Equal Rights Officer, and Chief Executive Office representatives to identify and address Equal Rights related issues, including under-utilization concerns associated with the recruitment process.

9. EEO Mission/Vision Statement

In February 2005, the Commission adopted a mission statement, “Stanislaus County’s Equal Rights Commission provides guidance and oversight in assuring equal opportunities and fairness in public services and employment.”

In June 2006, the Commission adopted a vision statement, “A Community free from discrimination in public service and employment.

10. EEO Commitment Statement

In June 2007, the Chief Executive Office requested the Board of Supervisors to reaffirm its commitment to assuring non-discrimination and Equal Employment Opportunity in County government.

11. Cultural Awareness Week

At the request of the County’s Equal Rights Commission the Board of Supervisors declared the week of October 1, 2007 through October 5, 2007 as Stanislaus County Diversity Awareness Week. This is the fourth year the County has celebrated diversity in conjunction with other local activities. Departments throughout the County organized activities and displays acknowledging and increasing awareness of the various diverse cultures that make our County a wonderful place to live.

**GOALS FOR CALENDAR YEAR 2009:** In 2009, The Commission members and the County Equal Rights Officers will continue with the development of measurable goals through a strategic planning process. As in the past, our goal will be to continue to build on the progress previously made. We will return to a full and active commission. We will continue to provide quality EEO training to our employees. Our goal for the coming year will continue to be that of keeping the number of EEO related complaints to a minimum consistent with prior years. We will strengthen partnerships with community based organizations who share our common interest in equal rights. Stanislaus County's Equal Rights Program focus has and will continue to be that of assuring non-discrimination in all aspects of our organization. Given the high level of support by the Board of Supervisors, Chief Executive Officer, and others in County government, we will continue to advance the principles of Equal Employment Opportunity throughout our work force.