



The Executive Director's 2013 Statement Regarding the California Public Utilities Commission's Policy on Equal Employment Opportunity, Harassment, Sexual Harassment, and Retaliation, including under the Genetic Information Nondiscrimination Act (2008) (GINA)

It is essential for the continued vitality and development of the California Public Utilities Commission (CPUC) that all staff members have the opportunity to achieve their full potential. The success of the CPUC depends on the contribution of all staff members performing their work assignments in a positive, supportive, and professional work environment. I am committed to ensuring that all staff members of the CPUC are treated in a respectful and professional manner and enjoy a workplace free from unlawful discrimination, harassment, and retaliation. It is my expectation that CPUC managers and supervisors also demonstrate this commitment and take a proactive leadership role in creating and maintaining a work environment free from unlawful discrimination, harassment, and retaliation.

It has been and continues to be the policy of the CPUC to make employment decisions without regard to race, religious creed, color, age, sex, sexual orientation, gender identity, national origin, religion, marital status, medical condition, disability, military service, pregnancy, childbirth and related medical conditions, information about an employee or her/his family member's genetic disease, disorder, condition, and/or genetic test, or any other classification protected by federal, state, and local laws. The CPUC does not tolerate harassment of or by any employees, job applicants, contractors, clients, customers, vendors, members of the public, or other third party on the basis of any of the protected categories listed above.

In accordance with state and federal law, the CPUC also prohibits retaliation against any employee because of the employee's good faith opposition to a practice the employee reasonably believes to constitute employment discrimination, or the employee's good faith participation in an employment discrimination investigation, proceeding, or hearing. Any retaliatory adverse action because of such opposition or participation is unlawful and will not be tolerated.

In order to ensure that all CPUC staff members are treated in a respectful and professional manner and enjoy a workplace free from unlawful discrimination, harassment, and retaliation, the CPUC has a policy on equal employment opportunity, harassment, sexual harassment, and retaliation, including under the Genetic Information Nondiscrimination Act. Consistent with that policy, staff members who believe that they have been discriminated, harassed, or retaliated against should report, either orally or in writing, such allegations to the CPUC's EEO office (415-703-1681), the Human Resources Director, or any supervisor or manager. Staff members also have the right to pursue such allegations with the State of California's Department of Fair Employment and Housing or the U.S. Equal Employment Opportunity Commission. Contact information for the nearest offices of those agencies is available online or in the telephone directory.



The CPUC will promptly investigate the facts and circumstances of any claim of discrimination, harassment, and retaliation. Upon completion of the investigation, the CPUC will determine if there has been a violation of the policy on equal employment opportunity, harassment, sexual harassment, and retaliation and will take corrective measures, including disciplinary actions, as necessary.

Paul Clanon, Executive Director

April 2, 2013