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for the OEO Director, OEO's mission, functions and purpose. The bill contemplates three main functions of an OEO:

- 1) to provide a place, independent of other City departments, where City employees can receive neutral, impartial information on their options for addressing allegations of workplace harassment, discrimination or other misconduct;
- 2) to facilitate discussions to address miscommunications that may have led to City workplace conflict; and
- 3) to report by March 31 annually to the Mayor and City Council on any issues that have a broad systemic impact including recommendations to change the City's Personnel Rules, investigation system, workplace expectations and other City processes and systems.

Council intends to review the proposed functions, staffing and resources proposed for the OEO when it considers action on the proposed legislation, C.B. 119374, in January 2019.