

2019 - 2020 Seattle City Council Statement of Legislative Intent

Ready for Notebook

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Budget Action Title: Request that OCR submit a report of the results of its review of authority and resources to more effectively investigate complaints of workplace harassment and discrimination City-wide

Ongoing: No

Primary Sponsor: Sawant, Kshama

Councilmembers:

Staff Analyst: Asha Venkataraman

Date	Total	BC	SB	TM	LG	BH	LH	RJ	DJ	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

Statement of Legislative Intent:

This Statement of Legislative Intent (SLI) requests the Office for Civil Rights (OCR) to provide a report to Council that details what tools, resources, and legal authority, including City Charter authority, would be required for it to effectively investigate complaints of workplace harassment and discrimination in workplaces citywide. OCR is currently an office in the Executive Department. It is conducting a racial equity toolkit (RET) to address challenges it faces and concerns in the community and the City about its design and structure. An RET team is examining how this office, with policy, enforcement, and Race and Social Justice Initiative authority, should be designed, including leadership structures that could grant OCR more independence from other branches of government. One of the potential models could be an independently elected office.

In responding to this SLI, OCR should ensure that the authority and resources identified are sufficient to empower OCR to enact large enough penalties and remedies in cases of harassment and other forms of discrimination to effectively protect Seattle workers in the public and private sector and to provide support and resources to survivors of sexual harassment and assault.

The results of this review should be submitted in a report to the committee overseeing civil rights and to the Council Central Staff Director by May 31, 2019.

Responsible Council Committee(s): Civil Rights, Utilities, Economic Development, and Arts Committee

Date Due to Council: May 31, 2019