

RESOLUTION NO. 2012-06

**A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE PHELAN PIÑON HILLS COMMUNITY SERVICES DISTRICT
ESTABLISHING POLICIES FOR ITS
SEXUAL HARASSMENT TRAINING**

WHEREAS, the Board of Directors of the Phelan Piñon Hills Community Services District finds as follows:

A. The Phelan Piñon Hills Community Services District (“the District”) is a community services district organized and operating pursuant to California Government Code Section 61000 et seq.

B. The District is governed by an elected Board of Directors (“the Board”) whose activities are subject to the requirements of California law.

C. The District maintains a zero tolerance harassment and discrimination policy for its employees pursuant to the terms and conditions of the District’s Employee Personnel Manual, including but not limited to Sections 7.5 and 7.6 thereof.

D. The purpose of this Resolution is to establish a District policy with respect to sexual harassment training for its Board members that is similar in nature to the statutory provisions of California Government Code Section 12950.1.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS of the Phelan Piñon Hills Community Services District as follows:

Section 1. **SEXUAL HARASSMENT TRAINING.**

1.1 **Requirement.**

1.1.1. Service Prior To Effective Date. Each Board member in District service as of the effective date of this Resolution must participate in a program of providing at least two hours of

classroom or other effective interactive training and education regarding sexual harassment no later than six months from the effective date hereof. Thereafter, each Board member must participate in such training at least once every two years.

1.1.2. Service On Or After Effective Date. Each Board member who commences service with the District on or after the effective date of this Resolution must participate in a program of providing at least two hours of classroom or other effective interactive training and education regarding sexual harassment no later than six months from the first day of service with the District. Thereafter, each Board member must participate in such training at least once every two years.

1.2. Content. The training and education program required by Section 1.1 of this Resolution shall include information and practical guidance regarding the federal and state statutory provisions concerning the prohibition against and the prevention and correction of sexual harassment and the remedies available to victims of sexual harassment in employment. The training and education shall also include practical examples aimed at instructing District supervisors in the prevention of harassment, discrimination, and retaliation, and shall be presented by trainers and educators with knowledge and expertise in the prevention of harassment, discrimination, and retaliation.

Section 2. REVIEW OF RESOLUTION.

At times deemed appropriate by the Board, the Board shall review this Resolution to determine its effectiveness and the necessity for its continued operation. The District's General Manager shall report to the Board on the operation of this Resolution, and make any recommendations deemed appropriate, including proposals to amend the Resolution. Upon conclusion of its review, the Board may take any action it deems appropriate concerning this Resolution.

Section 3. SEVERABILITY.

If any provision of this Resolution, or the application thereof to any person or circumstances, is held invalid, such invalidity shall not affect other provisions or applications of this Resolution which can be given effect without the invalid provision or application, and to this end the provisions of this Resolution are declared to be severable.

Section 4. EFFECTIVE DATE.

The provisions of this Resolution shall become effective immediately upon adoption.


Adopted this 18th day of April, 2012.

AYES: Roberts, Johnson, Morrissette, Fahrlender, Brandon
NOES:
ABSTAIN:
ABSENT:



President, Board of Directors

ATTEST:



Secretary