



Special Joint Meeting of the Executive Committee  
and Board of Directors

EEO Ad Hoc Subcommittee's  
Proposed Appropriate Action for  
Substantiated Finding in  
*Anonymous vs. John T. Morris*

Item 8-7

December 10, 2024



## Post- Investigation Action

# Addressing Proven Allegations of Discrimination and Harassment Against Directors

- In cases where there are substantiated findings against a Board or its direct reports, the EEO Officer shall refer substantiated\* EEO findings to the EEO Ad Hoc Subcommittee (AHSC) to determine recommended appropriate action.
- In turn, the AHSC shall report the findings and recommend appropriate action for the Board's consideration
- Admin Code Section 2416(f)(5)(iii)

**\*Substantiated.** Where the investigation results show that it is *more likely than not* that a factual allegation occurred.

## Key Events

# Post-Investigative Timeline

- On October 4, 2024-A confidential and attorney-client privileged EEO investigative report concerning an anonymous complaint against Director Morris was issued to the EEO Office
- On October 15, 2024- The EEO Officer informed the AHSC that they would confidentially receive the investigative report and upon review, they must follow the procedure outlined in Admin Code Section 2416
- On October 16, 2024-The EEO's legal advisor emailed the AHSC a redacted version of the investigative report for their review, reminding them to consider recommending appropriate actions per Admin Code Section 2416

## Key Events

# Post-Investigative Timeline

- On October 17, 2024- The EEO Office informed Director Morris of the finding referred to the AHSC:

*“Director Morris made a disparaging statement [towards a staff member] on the basis of race or national origin in violation of Administrative Code section 2131.”*

- November 21, 2024- The EEO Officer received the AHSC’s recommendations for appropriate action
- December 2, 2024-The report was confidentially shared with the Board Directors in advance of December Board

Administrative  
Code Section  
2416(f)(5)(iii)

## Determining Appropriate Action

- I. The ad hoc subcommittee shall report a substantiated finding of an EEO violation by a director and recommend appropriate action for the Board's consideration.
- II. Appropriate action for directors may include, but is not limited to:
  - counseling
  - training
  - a private warning letter
  - public censure
  - temporary or permanent removal from committee assignments
  - referral to the Director's appointing authority requesting appropriate action

## Proposed Board Action

# Ad Hoc Subcommittee's Recommendation for Appropriate Action

- The Ad Hoc Subcommittee recommends censuring Director Morris and imposing restrictions on his travel on behalf of MWD
  - Regarding censure, the AHSC recommends for the Board to issue a public rebuke of his conduct and notify his member agency in writing
  - Regarding travel, the AHSC recommends that MWD cease funding Director Morris' travel and prohibit him from representing MWD at any events

Questions?

