



Audit & Ethics Committee

Discussion on revising process for
EEO related investigations of
directors and department heads

Item 6a

August 16, 2022

Today's discussion

- Current process
- Challenges
- Solicit feedback

Duties and Functions [Executive Committee]

(5) Investigate allegations of discrimination, harassment, and retaliation against directors, the General Manager, General Counsel, General Auditor, and Ethics Officer:

(i) The Executive Committee shall create an ad hoc subcommittee of three members to investigate any allegations of discrimination, harassment, or retaliation in violation of Section 2131 made against a director or allegations in violation of Section 6305 made against the General Manager, General Counsel, General Auditor, or Ethics Officer. No director who is the subject of an allegation of discrimination, harassment, or retaliation shall be appointed to the subcommittee.

(ii) The ad hoc subcommittee shall hire an outside counsel or investigator who shall report findings to the ad hoc subcommittee. At its discretion, the ad hoc subcommittee may consult with the General Counsel, Ethics Officer, and/or Equal Employment Opportunity Officer in the course of an investigation into allegations of discrimination, harassment, or retaliation involving a director.

Existing Process

Ad hoc subcommittee

- New subcommittee for each matter
- Hire external firm
- Oversee investigation
- Notify parties involved
- Manage issues and review findings
- Recommend disciplinary or other action

Challenges with existing process

- Subcommittee management
- Varied experience/training needs
- No formalized process
- Contract management
- Director time commitment
- Timeliness in completing work
- Confidentiality

