

RESOLUTION NO. 2016-18

**ADOPTING THE MID-PENINSULA WATER DISTRICT
POLICY AGAINST UNLAWFUL
HARASSMENT, DISCRIMINATION AND RETALIATION**

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MID-PENINSULA WATER DISTRICT

WHEREAS, the Board of Directors of the Mid-Peninsula Water District (MPWD) has adopted a Personnel Manual that was most recently revised on October 22, 2009, which stated the terms and conditions of employment with the District, including a policy prohibiting discrimination and harassment in Section I.E. "Discrimination and Harassment Prohibited;" and

WHEREAS, the General Manager, in consultation with District Counsel, carefully examined the 2009 policy prohibiting discrimination and harassment and determined it would be more practical to rewrite it to reflect current law and include it as an exhibit to the new Personnel Manual; and

WHEREAS, the new MPWD Policy Against Unlawful Harassment, Discrimination and Retaliation was developed by District Counsel and reviewed by ACWA/JPIA, the MPWD's liability and workers' compensation insurance carrier; and

WHEREAS, the General Manager met and conferred with the MPWD Employees Association and discussed all terms of the new Personnel Manual, including the MPWD Policy Against Unlawful Harassment, Discrimination and Retaliation; and

WHEREAS, the General Manager presented the new Personnel Manual, including the MPWD Policy Against Unlawful Harassment, Discrimination and Retaliation, attached as Exhibit A to the Personnel Manual, to the Board of Directors at

its September 22, 2016 regular meeting.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Mid-Peninsula Water District that the MPWD Policy Against Unlawful Harassment, Discrimination and Retaliation presented to the Board on September 22, 2016, is hereby adopted and is effective immediately.

Regularly passed and adopted this 22nd day of September 2016 by the following vote:

AYES: *Stuebing, Vella, Zucca*

NOES: *0*

ABSENT: *Linvill, Warden*

Matthew Zucca

PRESIDENT

ATTEST:

Candace R. Pina

SECRETARY