




**MEMORANDUM**

**DATE:** September 28, 2022  
**TO:** Carol Isen  
Human Resources Director  
**FROM:** Amalia Martinez  
Director, EEO and Leave Programs   
**SUBJECT:** Fiscal Year 2021/2022—Annual Report on Harassment Complaints

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This memo contains the annual report on harassment within the City and County of San Francisco's (City) workforce, in accordance with San Francisco Administrative Code Section 16.9-27 (Harassment Prevention Training and Reporting). This report shows the total number of harassment complaints filed with the Department of Human Resources (DHR) in fiscal year 2021/2022 (July 1, 2021 through June 30, 2022).

DHR received 220 complaints alleging harassment from employees in 29 City departments during fiscal year 2021/2022. (Table A). Of the 220 cases, 53 were closed and 167 remain open and are being investigated. The status and disposition of each complaint is contained in Table D.<sup>1</sup>

This report also provides information about the basis of the harassment complaint (i.e. the protected category the harassment is based on), by department. (Table B). This additional information is part of DHR's ongoing effort to identify "hotspots" that may need additional resources to prevent harassment, and to advise City departments of any trends, concerns, or areas in need of improvement. In some cases, the complaint may have multiple bases, for example a complaint that the harassment was due to both sex and race.

DHR receives more harassment complaints based on sex than any other protected category. During this fiscal year, 34% of the harassment complaints received by DHR, alleged sex as the basis. Table C provides a breakdown of the sex-based harassment complaints (i.e. complaints of harassment based on sex and sexual harassment).

Should you have any questions, please contact me at [Amalia.Martinez1@sfgov.org](mailto:Amalia.Martinez1@sfgov.org).

Enclosure

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<sup>1</sup> Some complaints contained more than one allegation and may have been closed with more than one disposition. Therefore, Table D reflects that there were a total of 90 dispositions that resulted from the 53 closed complaints.

**Table A**  
**Harassment Complaints by Department<sup>2</sup>**  
**Fiscal Year 2021/2022**  
**(July 1, 2021 through June 30, 2022)**

<b>Department</b>	<b>Total</b>
Airport Commission	2
Building Inspection	2
City Administrator's Office	12
City Planning	1
Comm. on the Status of Women	1
District Attorney's Office	5
Elections	5
Emergency Management	3
Environment	1
Fine Arts Museum	5
Fire Department	16
Health Service System	1
Homelessness & Supportive Housing	4
Human Services Agency	17
Juvenile Probation	1
Mayor's Office	1
Municipal Transportation Agency	22
Police Department	22
Port of San Francisco	4
Public Defender's Office	4
Public Health	29
Public Library	16
Public Utilities Commission	9
Public Works	5
Recreation and Park	8
Rent Arbitration Board	1
Sheriff's Office	19
Technology	1
War Memorial	3
<b>Total Complaints</b>	<b>220</b>

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<sup>2</sup> All complaints of harassment, including sexual harassment, are included in these figures. These complaints were filed pursuant to the City's internal process. Complaints filed externally with the California Department of Fair Employment and Housing (DFEH) or the U.S. Equal Employment Opportunity Commission (EEOC) are not included.

**Table B**  
**Harassment Complaints by Protected Category Alleged and by Department<sup>2</sup>**  
**Fiscal Year 2021/2022**  
**(July 1, 2021 through June 30, 2022)**

Department	Age	AIDS/HIV	Color	Disability/ Medical Cond.	Ethnicity	Gender Identity	Height	Marital/Domestic Partner Status	National Origin	Other	Parental Status	Political Affiliation	Race	Religion	Retaliation	Sex	Sexual Orientation	Weight
Airport Commission	1							1								2		
Building Inspection					1								1			1		
City Administrator's Office	1									3			5		1	7		
City Planning													1					
Com On the Status of Women															1			
District Attorney's Office	1												1			3		
Elections	1									2						4		
Emergency Management										1			1			1	1	
Environment														1				
Fine Arts Museum	1												3	1	2			
Fire Department				3	4					4			5		1	3		
Health Service System	1																	
Homelessness & Supportive Housing						1				1			1			1		
Human Services Agency				2	1		1		1				6		3	8	1	
Juvenile Probation	1																	
Mayor's Office													1					
Municipal Transportation Agency	2					2	1			9			7	1	4	7	1	
Police Department	2			2	2					5			5		4	6	1	
Port of San Francisco			1			1							1		1			
Public Defender's Office	1										1		2			4		
Public Health	1	1		5		3				10			11		3	7	4	
Public Library			2	2		2							4		2	5	5	1

Department	Age	AIDS/HIV	Color	Disability/ Medical Cond.	Ethnicity	Gender Identity	Height	Marital/Domestic Partner Status	National Origin	Other	Parental Status	Political Affiliation	Race	Religion	Retaliation	Sex	Sexual Orientation	Weight
Public Utilities Commission	3			1	1					3		1	3		1	3		
Public Works										3			2		1	2		
Recreation and Park	1									1			4			6		
Rent Arbitration Board													1					
Sheriff's Office	1		3	1	1		1		1	8			4	2		3	1	1
Technology															1			
War Memorial				2									3			1		
<b>Total</b>	<b>18</b>	<b>1</b>	<b>6</b>	<b>18</b>	<b>10</b>	<b>9</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>50</b>	<b>1</b>	<b>1</b>	<b>72</b>	<b>5</b>	<b>25</b>	<b>74</b>	<b>14</b>	<b>2</b>

<sup>2</sup> Some complaints contain more than one allegation of discrimination. Therefore, the total number of identified protected categories will exceed the total number of complaints. Table B contains a total of 312 protected categories stemming from 220 complaints.

**Table C**  
**Sex-Based Harassment Complaints by Department<sup>4</sup>**  
**Fiscal Year 2021/2022**  
**(July 1, 2021 through June 30, 2022)**

<b>Department</b>	<b>Sexual Harassment</b>	<b>Harassment Based on Sex</b>
Airport Commission	1	1
Building Inspection		1
City Administrator's Office	3	4
District Attorney's Office	3	
Elections	4	
Emergency Management		1
Fire Department	1	3
Homelessness & Supportive Housing	1	1
Human Services Agency	4	4
Municipal Transportation Agency	3	4
Police Department	3	3
Public Defender's Office	1	3
Public Health	5	5
Public Library		5
Public Utilities Commission	1	2
Public Works		2
Recreation and Park	4	2
Sheriff's Office	3	1
War Memorial		1
<b>Total</b>	<b>37</b>	<b>43</b>

<sup>4</sup> Some sex-based harassment complaints may contain allegations of sexual harassment, harassment based on sex, or both. Therefore, the total number of sex-based harassment complaints identified in Table C will exceed the total number of harassment complaints by protected category identified in Table B. Table C contains a total of 80 sex-based harassment complaints stemming from 74 complaints.

Sexual harassment is defined as:

- Any unwelcome sexual advance, request for sexual favors, and other physical, verbal, or visual conduct of a sexual nature; or
- Conditioning an employment benefit on the acceptance of sexual or romantic favors; or
- Making or threatening reprisals after a negative response to a sexual or romantic advance.

Sexual harassment is distinguished from harassment based on sex, as the latter is defined as physical, verbal, or visual conduct based on sex, but is not of a sexual nature. For example, a sex-based harassment complaint resulting from a colleague stating “females are not qualified to be firefighters” would be included in the Harassment Based on Sex column.

**Table D**  
**Status and Disposition of Harassment Complaints<sup>4</sup>**  
**Fiscal Year 2021/2022**  
**(July 1, 2021 through June 30, 2022)**

Department	Closed						Open
	Administrative Decision	Settled	Insufficient Evidence	Sustained	Insufficient Allegations/ Immediate Preventative Actions Taken	No EEO Jurisdiction or Withdrawn	
Airport Commission	2				2	1	1
Building Inspection							2
City Administrator's Office		1			3	3	8
City Planning							1
Comm. on the Status of Women							1
District Attorney's Office				1			4
Elections							4
Emergency Management						1	3
Environment		1					1
Fine Arts Museum					1	1	3
Fire Department	1				1	1	12
Health Service System							1
Homelessness & Supportive Housing				1			3
Human Services Agency	1				1	1	16
Juvenile Probation					1	1	
Mayor's Office							1
Municipal Transportation Agency	1				12	10	10
Police Department	2		1	1	6	10	9
Port of San Francisco							4
Public Defender's Office	2						2
Public Health	3					3	28
Public Library					1	1	15

Department	Closed						Open
	Administrative Decision	Settled	Insufficient Evidence	Sustained	Insufficient Allegations/ Immediate Preventative Actions Taken	No EEO Jurisdiction or Withdrawn	
Public Utilities Commission					1	1	8
Public Works						1	4
Recreation and Park	1	2				1	6
Rent Arbitration Board							1
Sheriff's Office	1				1	1	16
Technology							1
War Memorial					1		2
<b>Total</b>	<b>14</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>31</b>	<b>37</b>	<b>167</b>

<sup>4</sup> Some complaints contained more than one allegation and may have been closed with more than one disposition. Therefore, Table D reflects that there were a total of 90 dispositions that resulted from the 53 closed complaints.