


City and County of San Francisco
Carol Isen
Human Resources Director



Department of Human Resources
Connecting People with Purpose
www.sfdhr.org

MEMORANDUM

DATE: September 28, 2022
TO: The Honorable Mayor London Breed
Honorable Members of the Board of Supervisors
Sheryl Davis, Executive Director, Human Rights Commission
Kimberly Ellis, Director, Department on the Status of Women
FROM: Carol Isen, Human Resources Director 
SUBJECT: Annual Report on Sexual Harassment Complaints filed in Fiscal Year 2021/2022

Pursuant to San Francisco Administrative Code, Section 16.9-25(e)(2):

The Human Resources Director shall provide annually to the Mayor, the Board of Supervisors, the Human Rights Commission, and the Commission on the Status of Women a written report on the number of claims of sexual harassment filed, including information on the number of claims pending and the departments in which claims have been filed. The reports shall not include names or other identifying information regarding the parties or the alleged harassers.

In accordance with the San Francisco Administrative Code, Section 16.9-25(e)(2), enclosed is the Annual Report on Sexual Harassment Complaints. Attachment A identifies internal complaints filed with the City and County of San Francisco (City), as well as the number of external complaints filed with the California Department of Fair Employment and Housing (DFEH) and the U.S. Equal Employment Opportunity Commission (EEOC).

For Fiscal Year 2021/2022, there was a total of 37 internal complaints filed with the City and 2 external complaints filed with the EEOC and the DFEH.

For further information, please contact EEO Director Amalia Martinez at Amalia.Martinez1@sfgov.org.

Enclosure

FY 21/22 Annual Report on Sexual Harassment Complaints

Attachment A
Status and Disposition of Internal and External Complaints¹
Fiscal Year 2021/2022
(July 1, 2021 through June 30, 2022)

Department	Total Filed	Closed					Open
		Settled	Insufficient Evidence	Sustained	Insufficient Allegations/ Immediate Preventative Actions Taken	No EEO Jurisdiction or Withdrawn	
Airport Commission	1				1		
City Administrator's Office	3						3
District Attorney's Office	3			1			2
Elections	4						4
Fire Department	1			1			
Homelessness & Supportive Housing	1						1
Human Services Agency	4						4
Juvenile Probation	1						1
Municipal Transportation Agency	3				1		2
Police Department	3		1	1			1
Public Defender's Office	1				1		
Public Health	6						6
Public Utilities Commission	1						1
Recreation and Park	4						4
Sheriff's Office	3					1	2
Total	39		1	3	3	1	31

FY 21/22 Annual Report on Sexual Harassment Complaints

¹ Definitions

- Settled:** Complaint was resolved, without any admission or acknowledgement of liability.
- Insufficient Evidence:** A full investigation was conducted, and there was insufficient evidence to establish that sexually harassing conduct occurred in violation of City's or SFMTA's EEO Policy.
- Sustained:** A full investigation was conducted, and there was sufficient evidence to establish that sexually harassing conduct occurred in violation of City's or SFMTA's EEO Policy.
- Insufficient Allegations/Immediate Preventative Actions Taken:** Complaint was resolved through immediate preventative and/or corrective actions; where the alleged conduct may have violated the City's or SFMTA's EEO policy, DHR instructs departments to take immediate preventative or corrective action (*i.e.* issue City's or SFMTA's EEO Policy and/or Policy Regarding Treatment of Co-Workers and Members of the Public; obtain signed acknowledgement of receipt of policy; direct to take online Harassment Prevention Training/implicit bias training; direct to conduct mediation; etc.). These actions are the same actions that DHR would recommend a department take if the allegation were sustained.
- No EEO Jurisdiction or Withdrawn:** Complaint did not allege that a supervisor requested sexual or romantic favors or that complainant was subjected to unwelcome sexual or romantic advances or other conduct of a sexual nature; complainant was not a City employee, applicant, volunteer, unpaid intern, or contractor; complaint was not against a City department; the complaint was untimely; or complainant declined to participate or withdrew complaint, and based on the information provided, DHR EEO was without sufficient detail to conduct a full investigation.