

Comparison of CalPERS and California Legislature’s Policies Addressing Harassment

	California Legislature Policy on Appropriate Workplace Conduct: Creating a Culture of Respect, Civility, and Diversity	CalPERS Harassment, Discrimination, and Retaliation Prevention Policy	CalPERS Board of Administration Policy for Reviewing Allegations of Board Member Harassment
Policy Scope	Prohibits discrimination, sexual harassment, and all other forms of unlawful harassment, retaliation, and inappropriate conduct toward others based on a protected status.	Prohibits unlawful harassment (including sexual harassment), discrimination, and retaliation of or by any CalPERS employee or job applicant on the basis of a protected status.	Extends the CalPERS Harassment, Discrimination, and Retaliation Prevention Policy to conduct by Board members.
Initial Complaint Process	Complaints may be made to any supervisor, Human Resources, or the Legislative Workplace Conduct Unit.	Complaints may be made to any manager, supervisor, or the CalPERS Equal Employment Opportunity (EEO) Office. Complaints may also be made anonymously through the CalPERS Ethics Helpline.	Board members shall forward any complaints regarding Board members to the CalPERS Office of General Counsel. The Office of General Counsel will in turn notify the Board President, Vice President, or Governance Committee, who will appoint a two-Board member Review Panel.
Investigation Procedures	The Workplace Conduct Unit receives, documents, and investigates complaints, and tracks them for reasonable progress.	The EEO Office receives, documents, and investigates complaints, and tracks them for reasonable progress.	The Review Panel appoints an investigator to conduct a preliminary investigation and, if

	Upon completion of the investigation, the investigation is referred to the Workplace Conduct Panel to make findings and recommendations.	Upon completion of the investigation, the EEO Office determines whether the policy was violated.	warranted, a formal investigation. The appointed investigator makes a determination regarding whether the policy was violated.
Corrective Action	Each house has the responsibility for considering the Panel's findings and recommendations; determining whether the Policy has been violated; and the appropriate response.	CalPERS management determines appropriate remedial, preventative, and corrective action.	The Board votes on appropriate sanctions.