

CITY COUNCIL AGENDA ITEM NO. H.1
04/28/2026

SUBJECT: Approve the Amended and Retitled City Council Administrative Policy No. 20-23 retitled as Prohibiting Discrimination, Harassment, and Retaliation

DEPARTMENT: Human Resources

STAFF: Sukari Beshears, Director of Human Resources/Risk Manager

TITLE/RECOMMENDATION

Adopt a Resolution approving the amended and retitled City Council Administrative Policy No. 20-23 retitled as Prohibiting Discrimination, Harassment, and Retaliation.

Staff recommends that Council approve the amendments as part of the City's ongoing efforts to ensure that all employees are treated with dignity, fairness, and respect.

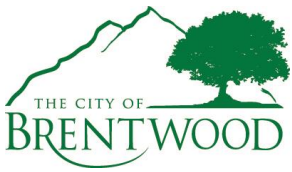
FISCAL IMPACT

There is no fiscal impact associated with the adoption of this Resolution.

BACKGROUND

On February 18, 2025, the Diversity Equity Belonging and Inclusion (DEBI) Committee discussed developing an Anti-Racism Policy to maintain responsible behavior, ensure everyone is treated with dignity and respect, and all individuals feel safe and protected from racism. This reflects the City's commitment to an anti-racist culture that builds confidence and trust while providing an environment where the workforce is treated fairly and is free from all forms of racism and prejudice. Staff recommended that the DEBI Committee consider amending the current Prohibiting Unlawful Discrimination and Harassment Policy.

The amended Policy before Council this evening, reflects review by the executive team, collaboration from the DEBI Committee and staff along with input received from bargaining groups through the meet and confer process. It is part of the City's ongoing efforts to ensure that all members of the community and workforce are treated with dignity, fairness, and respect. These updates reflect both legal requirements and the City's core values of integrity, passion, accountability, respect, and quality.



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While the City has long prohibited discrimination, harassment, and retaliation based on race, the updated policy now makes it explicit that conduct motivated by hate, racism, or bigotry has no place in the City, its workplace, or the community Brentwood serves.

This policy revision underscores the City's continued commitment to equity and inclusion and reflects the City's zero-tolerance approach to behavior that undermines the safety or dignity of others. These changes are part of the City's broader commitment to equity in public service and civic life. The updated language reinforces that City government, the workforce, and the institutions will not tolerate hate-based conduct or rhetoric, whether it occurs in the workplace, in public programs, or in day-to-day service to the community.

The City of Brentwood is grateful to the DEBI Committee for raising these important and courageous conversations as well as the ongoing partnership in building a more just, inclusive, and respectful civic environment. The updated policy applies to all City employees, officials, and anyone acting on behalf of the City. It is one step among many the City is taking to ensure that the values of equity, respect, and inclusion are reflected in both city policies and city practices.

Modern workforces prioritize psychological safety and vocal anti-racist commitments. Prioritizes these things will make Brentwood more attractive to top talent that value inclusive workplaces.

This staff report and related attachments have been reviewed by the City Attorney and outside legal counsel that specializes in employment law.

CITY COUNCIL STRATEGIC INITIATIVE

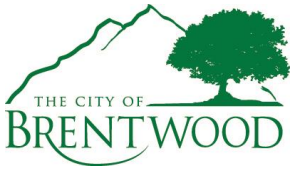
Not Applicable.

PREVIOUS ACTION

Previous Action by the City Council is included as Attachment 1.

DATE OF NOTICE

Not Applicable.



ENVIRONMENTAL DETERMINATION

Not Applicable.

ALTERNATIVE OPTION(S)

Staff does not recommend any alternative options to ensure that the City has an updated policy that is legally compliant.

ATTACHMENT(S)

1. Previous Action
2. Resolution
3. Track Changes – Policy Prohibiting Discrimination, Harassment, and Retaliation
4. Final Draft – Policy Prohibiting Discrimination, Harassment, and Retaliation