

**RESOLUTION NO. 2026-XX**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRENTWOOD APPROVING THE AMENDED AND RETITLED CITY COUNCIL ADMINISTRATIVE POLICY NO. 20-23 RETITLED AS PROHIBITING DISCRIMINATION, HARASSMENT, AND RETALIATION**

**WHEREAS**, on April 12, 2005, the City Council adopted City Council Policy No. 20-23 Prohibiting Unlawful Discrimination and Harassment; and

**WHEREAS**, on August 12, 2008, the City Council amended City Council Policy No. 20-23 Prohibiting Unlawful Discrimination and Harassment; and

**WHEREAS**, on September 24, 2024, the City Council provided direction to the Diversity Equity Belonging and Inclusion (DEBI) Committee, an advisory board to the City Council, to work with staff to develop an Anti-Racism Policy to establish clear standards for workplace conduct and reinforce the City's commitment to a professional and equitable work environment; and

**WHEREAS**, staff reviewed current City policies and advised the DEBI Committee that the City's current Prohibiting Unlawful Discrimination and Harassment Policy encompasses language federally governed by Title VII of the Civil Rights Act of 1964 that prohibits unfair treatment based on protected characteristics, such as race, and bans adverse actions against employees who report misconduct; and

**WHEREAS**, race is one of the protected characteristics and the DEBI Committee requested the policy be strengthened by incorporating legally compliant updates to ensure alignment with current state and federal regulations; and

**WHEREAS**, staff worked with the DEBI Committee to draft an update to the Policy Prohibiting Unlawful Discrimination and Harassment that includes legal updates and input from the executive team and bargaining groups; and

**WHEREAS**, the DEBI Committee recommended that the draft policy be reviewed and considered for approval by the full City Council; and

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Brentwood hereby amends and retitles City Council Administrative Policy No. 20-23 as Prohibiting Discrimination, Harassment, and Retaliation, to ensure all employees are treated with dignity, fairness, and respect and are protected from discrimination, harassment, and retaliation.

**PASSED, APPROVED, AND ADOPTED** by the City Council of the City of Brentwood at a regular meeting held on the 28th day of April 2026 by the following vote: