


City and County of San Francisco
Carol Isen
Human Resources Director



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

MEMORANDUM

DATE: November 6, 2023
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 2022/2023

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 Civil Rights Department (CRD-formerly the California Department of Fair Employment and Housing/DFEH) and the U.S. Equal Employment Opportunity Commission (EEOC).

For Fiscal Year 2022/2023, there were a total of 99 internal complaints filed with the City and 7 external complaints filed with the CRD and the EEOC.

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

Enclosure

FY 22/23 Annual Report on Sexual Harassment Complaints

Attachment A
Status and Disposition of Internal and External Complaints¹
Fiscal Year 2022/2023
(July 1, 2022 through June 30, 2023)

Department	Total Filed	Settled	Insufficient Evidence	Sustained	Closed		Open
					Insufficient Allegations/ Immediate Preventative Actions Taken	No EEO Jurisdiction/ Withdrawn/Administrative Decision	
Adult Probation	1						1
Airport Commission	4		1	1	1		2
Asian Art Museum	1						1
Assessor-Recorder's Office	1						1
City Administrator's Office	2						2
City Attorney	2					1	1
District Attorney	2						2
Emergency Management	2					2	0
Fire Department	3					2	1
Homelessness and Supportive Housing	3					2	1
Human Services Agency	12				1	1	10
Juvenile Probation	2						2
Municipal Transportation Agency	8				2	2	5
Non-City	3			1			2
Police Accountability	1						1
Police Department	5					1	4

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Department	Total Filed	Settled	Insufficient Evidence	Sustained	Closed		Open
					Insufficient Allegations/ Immediate Preventative Actions Taken	No EEO Jurisdiction/ Withdrawn/Administrative Decision	
Port	4			1		2	2
Public Health	17				1	1	15
Public Library	6				1	2	4
Public Utilities Commission	3						3
Public Works	9				2		7
Recreation and Parks	5			1			4
Retirement Services	1						1
Sheriff's Office	6			1		2	3
Status of Women	2						2
War Memorial	1						1
Total	106	0	1	5	8	18	78

Note: Some complaints contain more than one allegation and may have been closed with more than one disposition. Therefore, the total number of dispositions and open complaints will exceed the total number of complaints filed. This table contains a total of 32 dispositions and 78 open complaints stemming from 106 filed complaints. Data as of 7/15/23.

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.

FY 22/23 Annual Report on Sexual Harassment Complaints

- 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/ Withdrawn/ Administrative Decision:** 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.