



Introduction

Human Resources is committed to fostering a safe, respectful, and inclusive workplace for all employees. As part of this commitment, we continue to support professional development and compliance with key workplace standards.

This report highlights mandatory anti-harassment training for both supervisory and non-supervisory staff, as well as specialized training aimed at strengthening our workforce. Together, these initiatives reflect our dedication to continuous learning, legal compliance, and the well-being of County employees.

I. Effective County Government

Anti-Harassment Training

In September, Human Resources assigned mandatory anti-harassment training to all non-supervisory employees in accordance with California law (Government Code §12950.1), which requires this training to be completed every two years. This effort ensures the County remains in compliance with state regulations while fostering a respectful and inclusive workplace. Employees will receive direct notification with instructions for accessing and completing the training by the designated deadline. Supervisors received notification in March to complete supervisory anti-harassment training in accordance with the same California law.

Coffee With HR

The bimonthly series continues in September with Difficult Conversations, to provide staff with approaches to tough conversations, essential to building trust, promoting accountability, and maintaining a positive work environment. The next presentation in November is Ask HR, an open Q&A with Human Resources where employees can engage with the Human Resources team, and ask questions, gain insights, and share thoughts on Human Resources matters.