



CITY OF YORBA LINDA

P.O. BOX 87014

CALIFORNIA 92885-8714

July 17, 2013

Honorable Thomas J. Borris, Presiding Judge of the Superior Court
700 Civic Center Drive West
Santa Ana, CA 92701

Re: Grand Jury Report – “The Goal of Equal Opportunity: NO VICTIMS”

Dear Honorable Judge Thomas J. Borris,

This letter is in response to the Grand Jury findings and recommendations made in the final report. Below are required responses to each of the designated findings.

- F1: The respondent agrees with the finding.
- F4: The respondent agrees with the finding.
- F5: The respondent disagrees wholly or partially with the finding in that City line staff are fully-informed about the City's workplace harassment policy, as well as all employees must read and sign off on their understanding of the City's workplace harassment policy. Line staff are also sent to training sessions as needed.
- F6: The respondent agrees with the finding.

Below are required responses to each of the recommendations.

- R1: The recommendation will not be implemented because it is not warranted or reasonable to train all employees every two or three years. The City abides by AB1825 in training its management and supervisory staff as required by law and ensures that all employees are fully-informed and sign off on their understanding of the City's workplace harassment policy. Line staff are also sent to training sessions as needed.
- R2: The recommendation has been (was) implemented many years ago as part of the City's participation in the California Insurance Pool Authority.

- R3: The recommendation has been (was) implemented many years ago as part of the City's participation in the Liebert Cassidy Whitemore AB1825 training workshop.

Should you require more information, please feel free to contact me at maalders@yorba-linda.org or at (714) 961-7106.

Regards,

A handwritten signature in black ink, appearing to read 'Mark Aalders', with a stylized flourish at the end.

Mark Aalders
Assistant to the City Manager