



Judicial Council of California

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January 19, 2024

Subject Text

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File #: 20-018, Version: 1

Title

Rules and Forms | Judicial Branch Administration: Policies on Workplace Conduct (Action Required)

Summary

To promote improvement and greater consistency in how judicial branch entities prevent and address harassment, discrimination, retaliation, and inappropriate workplace conduct based on a protected classification, the Rules and Projects Committee recommends that the Judicial Council adopt a new California Rule of Court to establish standardized baseline requirements for court policies on the prevention, reporting, and resolution of these types of complaints. This proposal originates from recommendations made by the Work Group for the Prevention of Discrimination and Harassment, and approved by the Judicial Council on July 19, 2019, with a recommendation to adopt a rule on these issues.

Recommendation

To effectuate the action approved by the Judicial Council on July 19, 2019, the Rules and Projects Committee recommends that, effective January 17, 2020, the Judicial Council adopt proposed California Rule of Court, rule 10.351, Judicial Branch Policies on Workplace Conduct. The proposed rule would require courts to adopt updated policies on the prevention, reporting, and resolution of complaints of harassment, discrimination, retaliation, and inappropriate workplace conduct based on a protected classification. The proposed rule is consistent with and carries out the first recommendation made by the Work Group for the Prevention of Discrimination and Harassment and approved by the Judicial Council in July 2019, and would establish minimum requirements for court policies on the prevention, reporting, and resolution of complaints of harassment, discrimination, retaliation, and inappropriate workplace conduct based on a protected classification.

Speakers

Hon. Harry E. Hull, Jr., Chair, Rules and Projects Committee and RUPRO Subcommittee on Prevention of Harassment and Discrimination

Hon. Dalila C. Lyons, Vice-chair, Rules and Projects Committee and RUPRO Subcommittee on Prevention of Harassment and Discrimination

Mr. Michael Etchepare, Legal Services