

**CITY OF REDLANDS  
COMMISSION APPLICATION FORM**

*(Please note that this form is a public record that may be subject to disclosure upon request.)*

**COMMISSION\BOARD APPLIED FOR**

\_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

Telephone (Work) \_\_\_\_\_ (Cell / Home) \_\_\_\_\_

Email \_\_\_\_\_

Occupation \_\_\_\_\_

**Reasons for desiring to serve – relevant experience and qualifications:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

*\* If appointed, please be advised that all City commissioners and committee/board members must complete mandatory harassment prevention training consistent with the requirements of Assembly Bill No. 1825. (Resolution No. 7206 adopted July 26, 2012)*

**Two References: (Please do not include Councilmembers or City Staff)**

(1) \_\_\_\_\_ (2) \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Telephone \_\_\_\_\_ Telephone \_\_\_\_\_

**Return Application to: Office of the City Council, C/O Office of the City Manager  
300 E. State Street, Suite 690, Redlands, CA 92373  
OR by email to RedlandsOCM@cityofredlands.org**

You will be notified of appointments by the City Council. Your application will be retained for one year. PLEASE NOTE: Planning Commissioners and Historic & Scenic Preservation Commissioners are required to file Statements of Economic Interest in accordance with California State Law.

RESOLUTION NO. 7206

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDLANDS  
ESTABLISHING THE REQUIREMENT FOR MANDATORY SEXUAL  
HARASSMENT PREVENTION TRAINING FOR CITY COMMISSIONERS AND  
COMMITTEE MEMBERS

WHEREAS, the state legislature in 2005 approved Assembly Bill No. 1825 (“AB 1825”) to establish California’s sexual harassment prevention training requirements based upon its determination that then-current laws, while prohibiting sexual harassment, had not done enough to eliminate the problems; and

WHEREAS, AB 1825 was incorporated into Government Code Section 12950.1 which requires California employers with fifty or more employees to provide sexual harassment training and education to each supervisory employee once every two years, and to new supervisory employees within six months of their assumption of a supervisory position; and

WHEREAS, AB 1825 is interpreted and enforced by the California Fair Employment and Housing Commission (“FEHC”), which enforces the state’s civil rights laws regarding discrimination employment, housing, public accommodations, pregnancy disability leave, family and medical leave and hate violence; and

WHEREAS, according to FEHC regulations, the mandated harassment prevention training shall include, but is not limited to, the following:

1. The types of conduct that constitutes sexual harassment;
2. Remedies available for sexual harassment;
3. Strategies to prevent sexual harassment in the workplace;
4. Resources for victims of unlawful sexual harassment, such as to whom they should report any alleged sexual harassment;
5. The employer’s obligation to conduct an effective workplace investigation of harassment complaints; and
6. The essential elements of anti-harassment policy and how to utilize it if a harassment complaint is filed; and

WHEREAS, the City’s Human Resources Department is currently responsible for administering the City’s AB 1825 training program, and, in that capacity, manages a process to identify supervisors, provide training, and document completion of training within the required reporting period; and

WHEREAS, the City Council members and all supervisory employees of the City have regularly undertaken the mandatory harassment prevention training since approval of AB 1825; and

WHEREAS, the California Fair Employment and Housing Act makes it an unlawful practice for an employer to fail to take “all reasonable steps” necessary to prevent sexual harassment from occurring, and AB 1825 does not “discourage or relieve” any employer from providing for longer, more frequent or more elaborate training and education regarding workplace harassment or other forms of unlawful discrimination or to make or meet its obligations to take all reasonable steps necessary to prevent and correct harassment and discrimination; and

WHEREAS, this City Council has determined that it is beneficial to the City and in the best interest of the City’s employees, its residents, and the members of the general public using City services that harassment prevention training be extended to, and be required of, all appointed City commissioners and committee members who serve on standing City commissions and committees;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Redlands as follows:

Section 1. The City Council hereby mandates that all commissioners and committee members of standing City Commissions and Committees complete a mandatory harassment prevention training program consistent with the requirements of Assembly Bill No. 1825.

Section 2. The manner and method for providing the harassment prevention training shall be determined by the City’s Human Resources Director.

Section 3. A copy of this Resolution shall be posted on the City’s website along with the description of City Commissions and Committees, and shall be provided to applicants for City standing Commission and Committee vacancies.

ADOPTED, SIGNED AND APPROVED this 26<sup>th</sup> day of July, 2012.



\_\_\_\_\_  
Pete Aguilar, Mayor

ATTEST:



\_\_\_\_\_  
Sam Irwin, City Clerk

I, Sam Irwin, City Clerk of the City of Redlands, hereby certify that the foregoing resolution was duly adopted by the City Council at a special meeting thereof held on the 26<sup>th</sup> of July, 2012 by the following vote:

AYES: Councilmembers Harrison, Bean, Gardner; Mayor Aguilar

NOES: None

ABSENT: Councilmember Foster

ABSTAIN: None



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Sam Irwin, City Clerk