

**DEPARTMENT OF PUBLIC WORKS
PERSONNEL POLICIES 2008**

Personnel Policy #21

ADOPTED BY THE BOARD OF PUBLIC WORKS ON November 5, 2008

**TO: Heads of the Bureaus and Offices
of the Department of Public Works**

**SUBJECT: WELCOMING POLICY FOR DEPARTMENT-SPONSORED EVENTS
OPEN TO EMPLOYEES' SPOUSES/SIGNIFICANT OTHERS**

On June 6, 2008, Mayor Antonio R. Villariagosa issued Executive Directive No. 12, instructing all Departments to continue to promote and maintain an environment free from discrimination based on known or perceived sexual orientation, gender identity, or gender expression. The Department of Public Works is committed to providing and maintaining a discrimination-free work environment for all of our employees. This commitment extends to department-sponsored social events.

Any department-sponsored social event that is open to family members and/or spouses and significant others shall also be open to employees' domestic partners or other companions. Our goal is to ensure that lesbian, gay, bisexual, or transgender employees do not feel excluded from department-sponsored social events, which are open to employee spouses and other family members. It is our responsibility to create a working environment that is inclusive and respectful of our diverse workforce.

Every employee is expected to cooperate with and demonstrate commitment to ensure a discrimination-free workplace in Public Works. Please contact your Bureau's Equal Employment Opportunity Coordinator or refer to the Mayor's Executive Directive No. 12 if you have any questions in this matter.

ADOPTED BY THE BOARD OF
PUBLIC WORKS OF THE CITY
of Los Angeles, California
11/05/2008

James A. Gibson, Secretary
Board of Public Works

Reference: Mayor's Executive Directive No. 12, "Policy Against Discrimination in Employment Based on Sexual Orientation, Gender Identity, or Gender Expression", issued June 6, 2008.