

NEWS RELEASE

June 27, 2013



ORANGE COUNTY GRAND JURY

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**The Goal of Equal Employment Opportunity:
NO VICTIMS**

Santa Ana, California---Nearly 50 years ago, President Lyndon B. Johnson was instrumental in championing the civil rights banner of assassinated President John F. Kennedy. Congress passed the Civil Rights Act of 1964, ensuring that many Americans would, for the first time, have their civil rights protected. Subsequently, additional provisions have been added.

As the third in a trio of reports aimed at ethical concerns, the 2012-2013 Grand Jury undertook a study comparing the policies, procedures, and levels of Equal Employment Opportunity (EEO) protections extended to both city and county employees.

Under EEO protections, sexual harassment is unlawful. This type of harassment can include unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.

Prior to this investigation no one knew how well County Government and the 34 cities in Orange County provided EEO protections for their employees. It is the opinion of the Grand Jury the information in this report is timely, relevant and required in order to validate EEO compliance.

The Grand Jury report, including Findings/Conclusions and Recommendations, can be found on the Orange County Grand Jury's website, www.ocgrandjury.org. This report will also be included as part of the Final Report of the 2012-2013 Grand Jury, to be published later this year.

2012-2013 Orange County Grand Jury

A handwritten signature in blue ink that reads "Ray Garcia".

Raymond Garcia
Foreman