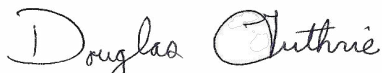
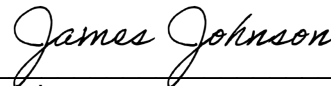


**RESOLUTION RESCINDING CHAPTER 108.D OF HACLA'S MANUAL OF POLICY AND
PROCEDURE: DISCRIMINATION RETALIATION POLICY**



Douglas Guthrie
President & Chief Executive Officer



James Johnson
General Counsel

Purpose: To rescind the Discrimination Retaliation Policy as Chapter 108.D of HACLA's Manual of Policy and Procedure ("MPP 108.D"), which is outdated given the adoption of HACLA's Manual of Policy and Procedure 108:20 Policy Prohibiting Harassment, Discrimination, Retaliation, and Abusive Conduct or Bullying in April 2021 ("MPP 108:20").

Regarding: MPP 108.D, dated November 1, 1985, addresses HACLA's policy regarding prohibiting discrimination and retaliation of HACLA staff who report certain facts or information to HACLA's Board of Commissioners ("Board").

Issues: Article II of HACLA Bylaws provides the Board with the power to "[f]ormulate and establish basic policies, covering all matters relating to the development, administration, management and operation of the Authority." This Board authority governs both the establishment and rescission of HACLA policies.

MPP 108.D, dated November 1, 1985, has been substantively superseded by our recently adopted MPP 108:20. MPP 108.D is narrowly tailored to prohibit HACLA officers or employees from discriminating against any other officer or employee for bringing the attention to the Board information relating to violations of law, mismanagement, waste of funds, abuse of authority, or dangers to public health or safety. It further prohibits the retaliation against any officer or employee that reports the above information.

The substantive prohibitions regarding discrimination and retaliation identified in MPP 108.D are included within MPP 108:20. Moreover, MPP 108:20 provides greater detail and broader protections to staff from potential adverse behavior of HACLA employees, officers, and third parties that interact with HACLA employees. Accordingly, to avoid any potential conflict or confusion regarding the adopted policies, staff recommend rescinding the now outdated MPP 108.D.

Vision Plan: **PATHWAYS Strategy #7: Identify opportunities to reduce operating and administrative costs so that scarce resources are maximized**

In the spirit of good governance, HACLA seeks to regularly review its policies to ensure they remain relevant and serve the agency well. Eliminating outdated or redundant policies is a best practice and helps focus employee attention on the remaining policies. Rescission of MPP 108.D avoids potential conflict or employee confusion with respect to MPP 108:20.

Funding: No funds are required for this action.

Environmental Review: Not applicable.

Section 3: Not applicable.

Attachments:

1. Resolution
2. MPP 108.D Discrimination Retaliation Policy

RESOLUTION NO. _____

**RESOLUTION RESCINDING CHAPTER 108.D OF HACLA'S MANUAL OF POLICY AND
PROCEDURE: DISCRIMINATION RETALIATION POLICY**

WHEREAS, Article II of HACLA Bylaws provides the Board of Commissioners ("Board") with the power to "[f]ormulate and establish basic policies, covering all matters relating to the development, administration, management and operation of the Authority";

WHEREAS, this Board authority governs both the establishment and the rescission of HACLA policies;

WHEREAS, HACLA's Manual of Policy and Procedure Chapter 108.D, dated November 1, 1985 ("MPP 108.D"), addresses HACLA's policy regarding prohibiting discrimination and retaliation of HACLA staff who report certain facts or information to HACLA's Board of Commissioners; and

WHEREAS, for the reasons set forth in the Report of the President and CEO of the same date herewith (the "Board Report"), the Board desires to rescind MPP 108.D.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby authorizes the rescission of MPP 108.D.

BE IT FURTHER RESOLVED that this Resolution shall take effect immediately.

APPROVED AS TO FORM

HOUSING AUTHORITY OF THE
CITY OF LOS ANGELES

By: _____
James Johnson, General Counsel

By: _____
Cielo Castro, Chairperson

DATE ADOPTED: _____

POLICY PROHIBITING DISCRIMINATION OR RETALIATION
AGAINST EMPLOYEES FOR DISCLOSING INFORMATION
RELATED TO ILLEGAL OR IMPROPER ACTIONS

It is the policy of the Board of Commissioners that no officer or employee of the Housing Authority shall directly or indirectly use or threaten to use any official authority or influence in any manner whatsoever which tends to discourage, restrain, interfere with, coerce or discriminate against any other officer or employee or any other person whatsoever who in good faith reports discloses, divulges or otherwise brings to the attention of the Board of Commissioners or any other appropriate agency any facts or information relative to:

- actual or suspected violation of any law, rule or regulation;
- mismanagement;
- gross waste of funds;
- abuse of authority;
- specific and substantial danger to public health or safety.

Any Authority officer or employee who has the authority to take, direct others to take, recommend, or approve a personnel action, shall not use that authority in a manner that will result in the taking or failure to take a personnel action with respect to any employee as a reprisal against an employee who reports, discloses, divulges or otherwise acts in a manner as identified above.