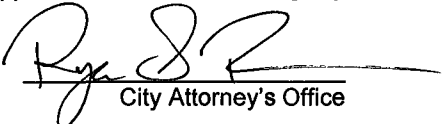


FILED
OFFICE OF THE CITY CLERK
OAKLAND

18 FEB 15 PM 2: 24

Approved as to Form and Legality


City Attorney's Office

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

INTRODUCED BY COUNCILMEMBER DAN KALB, VICE MAYOR ANNIE CAMPBELL
WASHINGTON, & CITY ATTORNEY BARBARA PARKER

**RESOLUTION IN SUPPORT OF ASSEMBLY BILL 1870 (REYES,
FRIEDMAN & WALDRON) THAT WOULD EXTEND FROM ONE TO
THREE YEARS THE STATUTE OF LIMITATIONS FOR FILING
DISCRIMINATION, HARASSMENT AND RETALIATION COMPLAINTS
WITH THE DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING**

WHEREAS, the California Fair Employment and Housing Act is designed to protect people from workplace and housing-related harassment, discrimination and retaliation based on protected characteristics such as sex, gender, sexual orientation, gender identity, race, age, religion, and disability; and

WHEREAS, current law requires a victim of harassment or other prohibited conduct to file a claim with the Department of Fair Employment and Housing within one year from the date of the last incident of harassment or other conduct, a requirement that must be completed before the victim can file a lawsuit; and

WHEREAS, workplace harassment creates an intimidating, hostile, degrading, humiliating, or offensive environment and such havoc can cause lasting effects on its victims, such that victims experiencing psychological trauma from the harassment or who fear retaliation can be hesitant to seek justice within a year of the harassment; and

WHEREAS, current law gives longer time for victims of some other crimes to file a lawsuit, with the statute of limitations for personal injury, fraud, and contract disputes being two years, three years, and four years respectively, compared to only 1 year for harassment claims; and

WHEREAS, Assembly Bill (AB) 1870 (Reyes, Friedman & Waldron), the SHARE (Stop Harassment and Reporting Extension), Act, would extend the statute of limitations for filing discrimination, harassment and retaliation complaints with the Department of Fair Employment and Housing from one to three years; and

WHEREAS, California Employment Lawyers, Consumer Attorneys of California, and Equal Rights Advocates support AB 1870; now, therefore, be it

RESOLVED: That the Oakland City Council hereby endorses AB 1870 and urges the California State Legislature and Governor Jerry Brown to support its enactment into law.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, CAMPBELL WASHINGTON, GALLO, GIBSON MCELHANEY, GUILLÉN, KALB, KAPLAN, AND PRESIDENT REID

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____
LATONDA SIMMONS
City Clerk and Clerk of the Council of
the City of Oakland, California