



## King County

### **Dow Constantine**

King County Executive  
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January 24, 2022

The Honorable Claudia Balducci  
Chair, King County Council  
Room 1200 C O U R T H O U S E

Dear Councilmember Balducci:

As required by Ordinance 18757, this letter transmits a report on the number of workplace discrimination and harassment complaints made for the Executive branch, Assessor's Office, Elections, and the Sheriff's Office. The report provides the number of complaints received between January 1, 2020, and December 31, 2021 by department, and the basis for the complaints.

King County implemented a revised nondiscrimination, anti-harassment, and inappropriate conduct policy on July 1, 2018. The policy applies to all employees in King County Executive branch departments, the Assessor's Office, Elections, and the Sheriff's Office. The Department of Human Resources established a complaint tracking process to capture and monitor complaints made under the policy. The Assessor's Office, Elections Department, and Sheriff's Office utilize the central tracking process.

This report furthers the King County Strategic Plan goal of efficient, accountable regional and local government by developing a highly engaged, diverse, culturally responsive, and high-performing workforce. This report also supports the Equity and Social Justice (ESJ) Strategic plan goal for county operations, programs, and services that are pro-equity and reflect ESJ values.

Preparation of this report required approximately 114 hours of staff time, costing approximately \$8,580.

Thank you for your consideration of this report.

The Honorable Claudia Balducci

January 24, 2022

Page 2

If your staff have any questions, please contact Jay Osborne, Director, Department of Human Resources, at 206-477-3628.

Sincerely,

 for

Dow Constantine  
King County Executive

Enclosure

cc: King County Councilmembers  
    ATTN: Janine Weihe, Acting Chief of Staff  
          Melani Pedroza, Clerk of the Council  
Shannon Braddock, Chief of Staff, Office of the Executive  
Karan Gill, Deputy Chief of Staff, Office of the Executive  
Mina Hashemi, Director, Council Relations, Office of the Executive  
Whitney Abrams, Chief People Officer, King County Executive Office  
Jay Osborne, Director, Department of Human Resources  
Julie Wise, Director of Elections  
John Wilson, King County Assessor  
Patti Cole-Tindall, Interim King County Sheriff