

**Subject:** Mayor Bob Filner - News Release Mayor Filner lays out City process for independent review and investigation of complaints.

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**MAYOR BOB FILNER  
CITY OF SAN DIEGO**

**NEWS RELEASE**

**Mayor Filner lays out City process for  
independent review and investigation of complaints.**

“Consistent with the email sent to all employees yesterday by the Human Resources Department, the City’s EEO Policy was established to ensure that *all* City employees, contract workers, and volunteers are aware of their rights and responsibilities, and that the workplace is free from discrimination, harassment, and/or retaliation in any form.

“If a claim is made, the City has a 100% response policy. The City will respond, and take necessary steps to investigate reports of discrimination, harassment, or retaliation made in the workplace and will take appropriate action.

“I am committed to ensuring a full, complete and independent investigation in response to any formal complaint against me. To ensure the independence of an investigation, all complaints will be referred to the City’s Equal Opportunity Investigative Office (EEIO) which does not report to me. If there are concerns related to the City conducting the investigation, I will authorize the use of an outside independent investigator.

“While I stand by my comments and pledge of yesterday to make changes to improve the workplace environment in my office, I am confident that a fair and independent investigation will support my innocence with respect to any charges of sexual harassment.”

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