

## RESOLUTION NO. .

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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### RESOLUTION SUPPORTING AND ACCEPTING THE COUNTY OF SAN MATEO'S TRANSGENDER POLICY

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**RESOLVED**, by the Board of Supervisors of the County of San Mateo, State of California, that

**WHEREAS**, on February 12, 2019, San Mateo County reaffirms its commitment to providing a welcoming, safe, and inclusive environment for all employees, regardless of their gender identity, gender expression, or sexual orientation; and reaffirming its continued commitment to provide support to all of its employees; and

**WHEREAS**, the County maintains an Equal Employment Opportunity Policy which prohibits discrimination on the basis of certain protected characteristics such as sex, sexual orientation, gender identity, or gender expression, and celebrates the diversity of all of its employees; and

**WHEREAS**, the Transgender Policy provides guidance to address many of the issues that arise pertaining to transgender and transitioning employees, clarifies the expectations and process for managers, supervisors, and employees, and creates a safe and productive work environment for all employees; and

**WHEREAS**, the Policy provides guidance on various terms and definitions to assist with understanding the Policy; and

**WHEREAS**, the Policy provides a transgender employee the right to be addressed by the name and pronoun that correspond to the employee's gender identity, upon request; and

**WHEREAS**, the Policy ensures that transgender employees are able to fully participate in the workplace in a manner that is in accordance with their gender identity or gender expression, including the right to use restroom facilities and dress in a manner that is consistent with their gender identity or gender expression; and

**WHEREAS**, the Policy seeks to provide guidance to assist supervisors, managers, and employees develop and implement a Workplace Transition Plan for transitioning employees; and

**WHEREAS**, the Policy outlines responsibilities and expectations of transitioning employees, supervisors, managers, and other staff; and

**WHEREAS**, the Policy provides guidance on how to handle certain personnel and other record changes of a transgender employee; and

**WHEREAS**, the Policy provides guidance on the confidentiality of certain information regarding transgender employees and the transition process; and

**WHEREAS**, the Policy reinforces the protections provided to employees under the EEO policy and protects transgender and transitioning employees against discrimination, harassment, and retaliation based on a person's gender identity or expression.

**NOW THEREFORE, IT IS HEREBY DETERMINED AND ORDERED** that the Board of Supervisors of San Mateo County supports and accepts the Transgender Policy on behalf of the County of San Mateo.

**BE IT FURTHER RESOLVED** that the Human Resources Director, with the approval of the County Manager or designee, shall have the authority to make periodic revisions to this Policy consistent with updated laws, regulations, or policies.

**BE IT FURTHER RESOLVED** that the Board of Supervisors thanks each and every individual and group for their contribution and support of this new Transgender Policy.