

## Tamara D. Grigsby Office for Equity and Inclusion – Staff Report – November 2024

EOC – 5 Commissioners

- A. Employee Complaint Procedure for Noncriminal
- From Administration Practice Manual (APM), see attached page on agenda.
  - Follow up to inquiries made about the complaint process below.
1. Does Dane County cross-file with other jurisdictions such as State or Federal? Why or why not?  
No, Dane County does not file with other jurisdictions and unsure why they would cross-file with an outside agency.
  2. Do County employees have a right to legal representation during an investigation? If not why?  
It depends on if an investigation may lead to discipline. If it does, we should afford them the same representation rights that we do under our handbook.
  3. If County employees have a right to legal representation, can that be added to the policy?  
Employee Benefit Handbook includes this information.
  4. Can other outlets of legal assistance be explained such as the Urban League defense fund or other client assistance programs in the policy? Without knowing specifics, we cannot comment. However, it would be up to Employee Relations to decide whether to update the Administrative Practice Manual.
- B. Manager of Policy and Program Improvement – Theola Carter
- She said she would present at an EOC meeting in early 2025 and discuss the Equity Plans, the framework, principles, and other inquiries.
- C. Current Complaints and Resolutions
- Alliant Energy Center 1 complaint - pending