



## Workplace Misconduct Complaint Resolution Report

July through December 2024

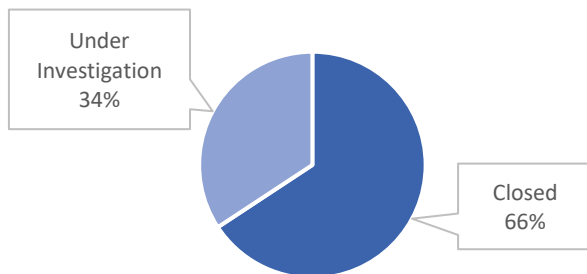
We are pleased to present the County of Ventura's Semiannual Workplace Misconduct Complaint Resolution Report for the period of July through December 2024. This is an update of County Executive Office-Human Resources personnel administrative investigations into allegations of employee misconduct, discrimination, harassment, and policy violations.

This report also presents information related to outcomes of investigations closed during the referenced time period and provides an update about our Employee Relations and Resolution Program which employs organizational development interventions to improve strained interpersonal/workplace relations.

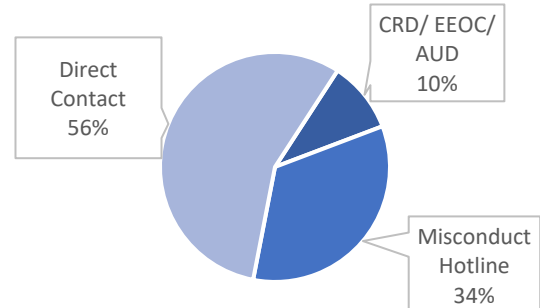
Although employees are encouraged to resolve concerns through their normal administrative channels whenever possible, we accept complaints on the Employee Misconduct Hotline 24 hours per day, seven days per week. This report compiles data from a variety of sources including the Hotline, Equal Employment Opportunity Commission (EEOC), California Civil Rights Department (CRD), direct contact, and the Auditor-Controller's Office Fraud Hotline. As part of the County's obligation to the community and its employees, we are committed to full, fair, and impartial investigations into allegations of employee misconduct.

**COMPLAINT ACTIVITY AT A GLANCE:** Between July and December 2024, Human Resources responded to 142 complaints. Of those, 49 are under investigation. Of the closed cases, 42 were unsubstantiated, 34 were withdrawn or closed due to insufficient information, 17 were substantiated. 41 cases were referred for Employee Relations and Resolution.

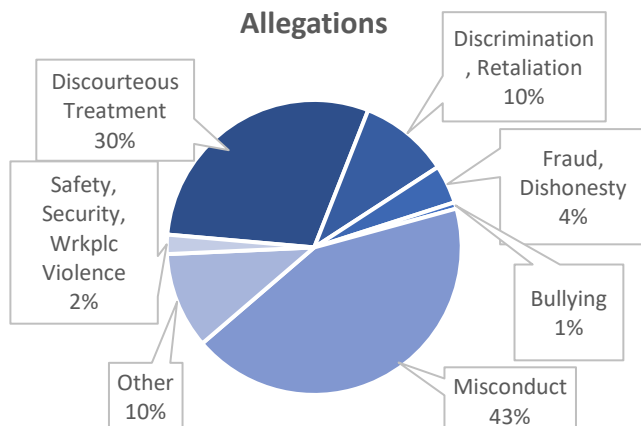
### 66% of cases have been resolved or closed.



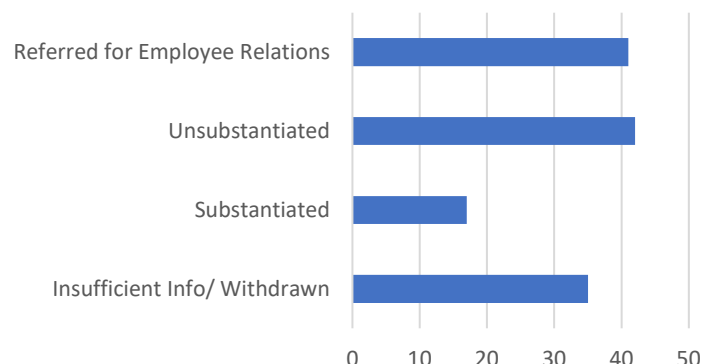
### Complainants contacted HR in 56% of cases



### Allegations



### 18% of Closed Cases are Substantiated

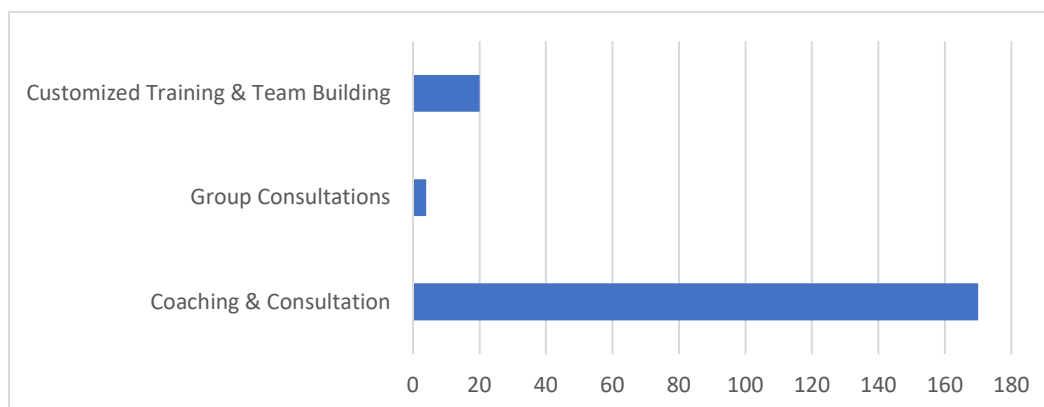


## SUBSTANTIATED COMPLAINTS

1. Seven employees behaved discourteously in violation of County policy.
2. One employee violated policies related to fraud, falsification, and dishonesty.
3. Eight employees engaged in misconduct.
4. One employee violated policies related to safety/security and workplace violence.

*In each case, appropriate remedial measures were taken, up to and including termination of employment.*

## EMPLOYEE RELATIONS AND RESOLUTION PROGRAM INTERVENTIONS: 194



**Coaching and Consultation.** 170 customized individual coaching sessions were conducted for leaders and employees across over 20 different County agencies/departments.

**Group Consultation.** Four process consultations were held to identify recurring conflict solutions. The outcome was beneficial in reducing complaints.

**Customized Training and Team Building.** 20 customized trainings and team-building sessions provided guidance on communication, conflict resolution, and support for agencies/departments.

## Complaint Resolution and Misconduct Hotline

The County of Ventura believes employees should be able to voice concerns about tough workplace issues like harassment, discrimination, or discourteous workplace behavior. When appropriate, employees are encouraged to first discuss concerns with their supervisors, then their agency/department HR Representatives. If resolution is still not reached, more information and online reporting are available on the [Complaint Resolution Webpage](#).



**24-Hour Employee Misconduct Hotline - 1 (800) 684-6523**

*Calls and online reporting can be anonymous so there is no fear of retaliation.  
Human Resources is committed to compliance and your participation is essential.*