



KING COUNTY AUDITOR'S OFFICE





DECEMBER 1, 2021

Follow-up on Domestic Violence in the Workplace Policy

The Department of Human Resources and King County Information Technology have completed all of the audit recommendations, helping to improve county responses to domestic violence concerns of county employees. The Department of Human Resources (DHR) has created an online training that supervisors can use to understand their roles relating to domestic violence issues. The training covers domestic violence-related information for supervisors, including the prevalence of domestic violence issues, the importance of consulting with the Employee Assistance Program (EAP) when these issues are raised by employees, and where to find the Domestic Violence in the Workplace Policy. DHR and King County Information Technology (KCIT) have also updated county web pages to make domestic violence resources easier and safer to access for staff who need help with domestic violence concerns. KCIT has worked with web representatives from across King county and has added domestic violence resources and a quick-exit button to county web pages that include information on domestic violence issues.

DHR's update to the Domestic Violence in the Workplace Policy in September 2020 addressed several concerns identified during the audit, such as out-of-date hyperlinks and content. DHR updated the policy again in October 2021 to incorporate key best practices such as an anti-retaliation clause and language addressing the importance of confidentiality. By incorporating these elements into the Domestic Violence in the Workplace Policy, DHR is helping to ensure that employees maintain confidentiality when addressing domestic violence concerns, while reducing the likelihood that employees would be retaliated against when coming forward with domestic violence concerns.

Of the nine audit recommendations:

	8 DONE		0 PROGRESS		0 OPEN		1 CLOSED
Fully implemented Auditor will no longer monitor.		Partially implemented Auditor will continue to monitor.		Remain unresolved Auditor will continue to monitor.		No longer applicable Auditor will no longer monitor.	

Please see details below for implementation status of each recommendation.

Recommendation 1

DONE



The Department of Human Resources should ensure that county supervisors and managers have access to training that provides them with the information they need to fulfill their role in addressing domestic violence.

STATUS UPDATE: DHR created an e-learning version of a training titled “Domestic and Workplace Violence — Supervisor Nuts & Bolts,” which is currently available on NEOGOV for supervisors and managers. The training covers information relevant to supervisor roles relating to domestic violence issues, including the prevalence of domestic violence issues, the importance of consulting with the EAP when these issues are raised, and where to find the Domestic Violence in the Workplace Policy.

IMPACT: By providing county supervisors with access to relevant training, DHR is helping to ensure that supervisors understand and are equipped to undertake their role in addressing domestic violence concerns relating to their staff. This can help to ensure that supervisors are able to assist staff who may have urgent needs while avoiding causing additional harm.

Recommendation 2

DONE



The Department of Human Resources should update and communicate to employees the County’s Domestic Violence in the Workplace Policy to reflect current county priorities and information on resources and ensure the policy is updated as required by executive policy.

STATUS UPDATE: DHR updated the Domestic Violence in the Workplace Policy in September 2020, emphasizing the role of the EAP in addressing domestic violence concerns. DHR updated the policy again in October 2021 to include an anti-retaliation clause and language related to confidentiality.

IMPACT: By updating and incorporating confidentiality considerations and an anti-retaliation clause into the Domestic Violence in the Workplace Policy, DHR is helping to ensure that employees maintain confidentiality when addressing domestic violence concerns. In addition, they are helping to reduce the likelihood that employees would be retaliated against when coming forward with domestic violence concerns.

Recommendation 3

On December 1, 2020

CLOSED



Recommendation 4

DONE



The Department of Human Resources should work with key agencies to establish and maintain contacts for assisting employees with domestic violence concerns, and make that information available to employees.

STATUS UPDATE: The EAP has consolidated resources for contacting key agencies that may assist employees with domestic violence concerns. These resources describe who should be contacted within key agencies like KCIT and the Facilities Management Division (FMD), providing contact information and an individual to elevate concerns to in FMD. While these resources are not

publicly available, given DHR’s updated policies emphasizing the importance of reaching out to the EAP with domestic violence concerns, these resources satisfy the intent of this recommendation.

IMPACT: By establishing processes and contacts within key agencies for assisting employees with domestic violence concerns, DHR is helping to ensure that staff quickly receive the resources they need in the midst of a domestic violence emergency.

Recommendation 5

On December 1, 2020

DONE



Recommendation 6

On December 1, 2020

DONE



Recommendation 7

DONE



The Department of Human Resources should make its online resources intended to help employees address domestic violence concerns easier to find.

STATUS UPDATE: DHR has updated the EAP website to include domestic violence resources and the Domestic Violence in the Workplace Policy—key resources for addressing domestic violence in the workplace. DHR shared this web page with employees through employee newsletters in both 2020 and 2021.

IMPACT: By consolidating domestic violence resources in one place, DHR is helping to ensure that employees have access to the information they need to fulfill their roles and ensure employee safety in the midst of a domestic violence emergency.

Recommendation 8

DONE



King County Information Technology should develop and communicate guidance to county agencies for web pages on domestic violence.

STATUS UPDATE: KCIT worked with agency web representatives to update its domestic violence-related web pages, in some instances updating content to include county resources, and in all cases ensuring that a quick-exit button and domestic violence resources appear on the web page. KCIT also created a feedback option for web visitors on several of the domestic violence related web pages, which can be used for subsequent improvements.

IMPACT: By working with agencies to incorporate best practices on domestic violence web pages across King County, KCIT is helping to ensure that people who visit these web pages are able to access important information while maintaining their safety.

Recommendation 9

On December 1, 2020

DONE



Kayvon Zadeh conducted this review. If you have any questions or would like more information, please contact the King County Auditor’s Office at KCAO@KingCounty.gov or 206-477-1033.