

**CITY COUNCIL WORK SESSION**  
Tuesday, July 16, 2019      6:00 p.m.  
Community Recreation Center  
10640 N Clubhouse Drive, Cedar Hills, Utah

Present:      Jenney Rees, Mayor, Presiding  
                 Councilmembers: Denise Andersen, Ben Ellsworth, Ben Bailey (via telephone)  
                 Absent/Excused: Mike Geddes, Brian Miller  
                 Chandler Goodwin, City Manager  
                 Jeff Maag, Public Works Director  
                 Charl Louw, Finance Director  
                 Joel Wright, City Attorney  
                 Colleen Mulvey, City Recorder

This work session meeting of the City Council of the City of Cedar Hills, having been properly noticed, was called to order at 6:00 p.m. by Mayor Rees.

Sexual Harassment Training

Ryan Frazier, of Kirton McConkie introduced himself and began his presentation on *Preventing and Avoiding Sexual Harassment in the Workplace*. The following topics were reviewed:

- Discrimination and Harassment: Protected Status, Title VII gender discrimination
- Sexual Harassment: Definitions, types of sexual harassment, Quid Pro Quo
- Hostile Work Environment: Conduct, intent
- Examples of Sexual Harassment: Verbal and nonverbal conduct
- Cedar Hills' Sexual Harassment Policy: Retaliation, claims, false claims
- Reporting Sexual Harassment: Employer and employee responsibilities
- Potential Liability
- Recognizing Sexual Harassment Behaviors

Mr. Frazier recommended that all information and/or materials related to sexual harassment reports or claims be kept secure and confidential. Also to always have a close out meeting with the employee and have it in written form. It is important that they feel that you are taking action.

Joel Wright pointed out there is a double standard or higher standard in the law for elected officials, and it was ruled by the State Records Committee that it is in the public interest to release sexual harassment records involving an elected official.

This meeting was adjourned at 6:50 p.m. on a motion by C. Ellsworth, seconded by C. Andersen, and unanimously approved.

Approved by Council:  
August 27, 2019

/s/ Colleen A. Mulvey, MMC  
City Recorder