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SENATE RULES COMMITTEE

TONI G. ATKINS
CHAIR

September 23, 2019

To: Credentialed Media

This letter is in furtherance of the agreement with the Capitol Correspondents Association to provide, on an ongoing basis, records related to complaints or allegations of sexual harassment.

The Senate has decided to release certain documents related to substantiated sexual harassment allegations against a Senator or high-ranking employee if discipline has been imposed or the allegations have been determined to be well-founded.¹ Within those parameters, the Senate will produce the following documents:

- (1) *Records reflecting the allegation made.* This can take the form of a letter setting forth the allegation or other document reflecting the intake of an allegation.
- (2) *Post-investigation records reflecting the final outcome of the investigation.* This can take the form of a letter of reprimand or wrap-up letter summarizing the outcome of an investigation. In cases where a matter was resolved without a letter, we are providing other records to indicate the resolution of the matter. Investigation reports and notes are not being produced.

Enclosed are records that fall within the above parameters. These records may have been redacted to protect privacy (Gov. Code, § 9075(c)), and to omit unrelated information.

Sincerely,

A handwritten signature in black ink that reads "Erika Contreras".

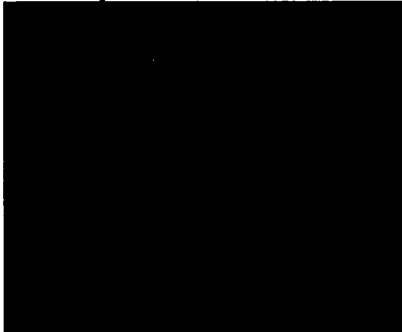
ERIKA CONTRERAS
Secretary of the Senate

Enclosures

¹ These records are covered by numerous exemptions from mandatory production under the Legislative Open Records Act, including, among others, "[p]reliminary drafts, notes, or legislative memoranda"; "[p]ersonnel, medical, or similar files, the disclosure of which would constitute an unwarranted invasion of personal privacy"; "[c]orrespondence of and to individual Members of the Legislature and their staff"; "[r]ecords the disclosure of which is exempted or prohibited pursuant to provisions of federal or state law, including, but not limited to, provisions of the Evidence Code relating to privilege"; and "[r]ecords of complaints to or investigations conducted by...the Legislature." (Gov. Code, §§ 9074, 9075(a), (c), (h), (i), and (k); Evid. Code, § 954.)



Case: [REDACTED] - Hotline Web
Workplace Conduct Unit



General Case Info

Case number:
[REDACTED]

Received/Reported date:
[REDACTED]

Language:
[REDACTED]

Assigned tier:
Workplace Conduct Unit

Issue

Primary issue:
[REDACTED]

Case Details

Reported tier information

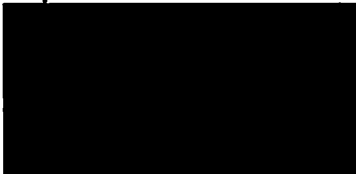
Case type:
Allegation

Intake method:
Hotline Web

Location

Organization/Building name:
The California Senate

Reporter contact information



Case Information

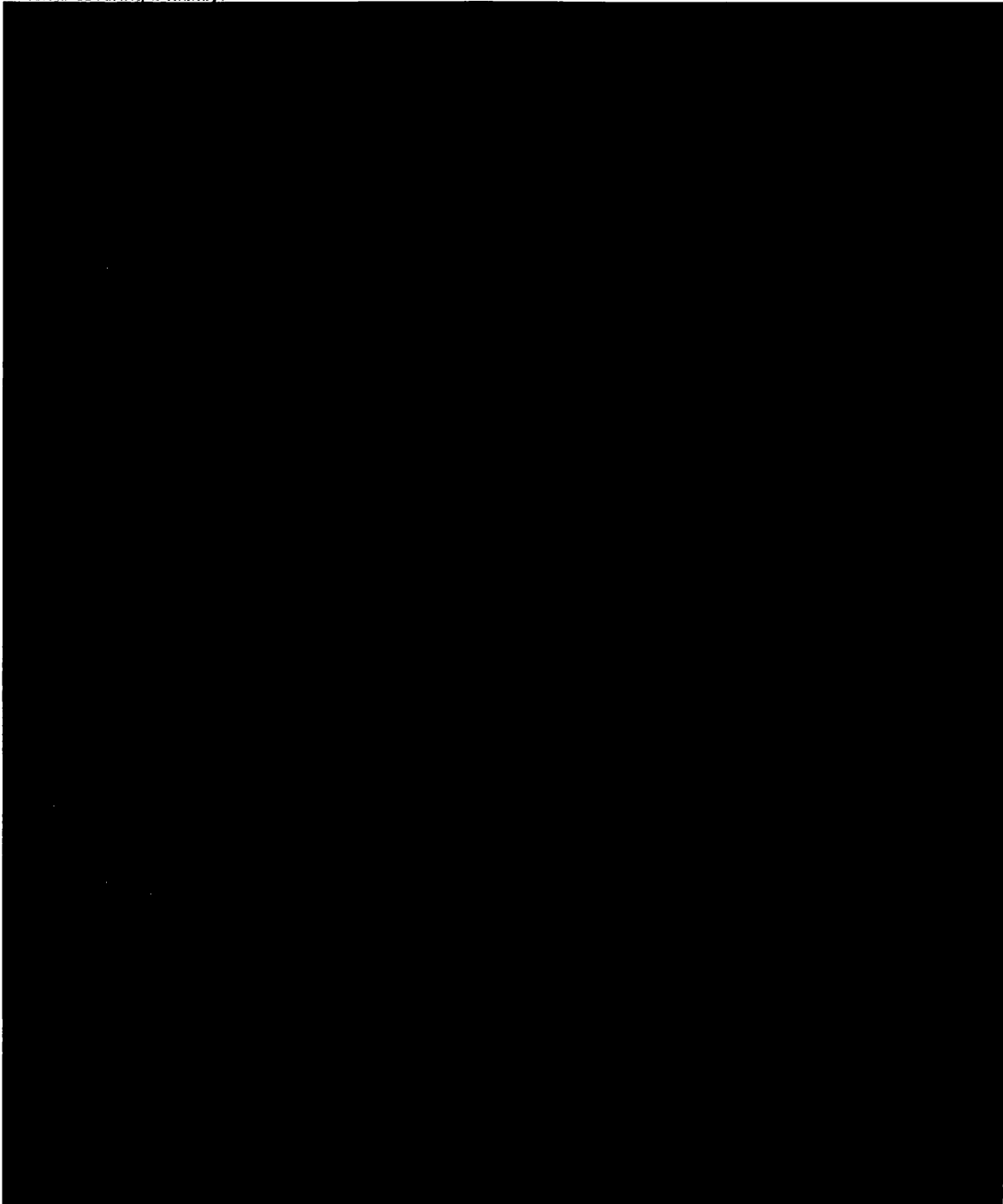
What is your relationship to the Legislature?
[REDACTED]

Are you filing this complaint for:
[REDACTED]

Details:

Per our conversation, please see below bullets summarizing the types of comments and complaints [REDACTED]

- Inappropriate [REDACTED] comments [REDACTED] about [REDACTED] her chest.
- o Asking [REDACTED] if the band aide on her neck is covering a hickey.



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CHAIR

September 5, 2019

Hannah Cho
[REDACTED]

Dear Hannah:

The Senate has committed itself to providing a safe and professional workplace for legislators, staff and the public. As part of that effort, we established the Workplace Conduct Unit to review many types of complaints.

The Unit has conducted an independent investigation into a complaint made against you by [REDACTED]. The Workplace Conduct Unit Panel, applying a preponderance of the evidence standard, substantiated the following occurred, which the Rules Committee found to be policy violations:

[REDACTED]

[REDACTED] On December 5, 2018, you said to [REDACTED] "I can't stop staring at your chest."

[REDACTED] At a staff meeting, you asked [REDACTED] whether [REDACTED] had a bandage on her neck because "[REDACTED] boyfriend had given [her] a hickey," or words to that effect.

[REDACTED]

Ms. Hannah Cho
September 5, 2019
Page 2

[REDACTED]

This behavior is unacceptable in the Senate's workplace. Although you have ended your employment with the Senate, we expect that you will keep these standards in mind should you have future business with the Senate and its employees.

Thank you for participating in the investigation. As part of the Senate's commitment to a safe and professional workplace, we remind you and will remind others who participated in this investigation that the Senate prohibits retaliation against complainants and anyone participating in an investigation.

Sincerely,

[REDACTED]

ERIKA CONTRERAS
Secretary of the Senate

[REDACTED]

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September 5, 2019



Dear [REDACTED]:

The Senate has committed itself to providing a safe and professional workplace for legislators, staff and the public. As part of that effort, we established the Workplace Conduct Unit ("WCU") to review many types of complaints.

The WCU conducted an independent investigation into a complaint made by you about [REDACTED] Hannah Cho. The WCU considered all complaints and evidence submitted to it. The Workplace Conduct Unit Panel, applying a preponderance of the evidence standard, substantiated the following occurred, which the Rules Committee found to be policy violations:

[REDACTED] At [REDACTED], Ms. Cho asked you whether you had a bandage on your neck because "your boyfriend had given you a hickey," or words to that effect.



We are addressing the matter with Ms. Cho, who has resigned. This behavior is unacceptable in the Senate's workplace.

Thank you for coming forward and for participating in the investigation. As part of the Senate's commitment to a safe and professional workplace, we remind you and will remind others who participated in this investigation that the Senate prohibits retaliation against complainants and anyone participating in an investigation.

Sincerely,
[REDACTED]

ERIKA CONTRERAS
Secretary of the Senate

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September 5, 2019

[REDACTED]

Dear [REDACTED]:

The Senate has committed itself to providing a safe and professional workplace for legislators, staff and the public. As part of that effort, we established the Workplace Conduct Unit ("WCU") to review many types of complaints.

The WCU has conducted an independent investigation into a complaint made by you about [REDACTED] Hannah Cho. The WCU considered all complaints and evidence submitted to it. The Workplace Conduct Unit Panel, applying a preponderance of the evidence standard, substantiated the following occurred, which the Rules Committee found to be policy violations:

[REDACTED] On December 5, 2018, Ms. Cho said to you at [REDACTED] "I can't stop staring at your chest."

[REDACTED]

We are addressing the matter with Ms. Cho, who has resigned. This behavior is unacceptable in the Senate's workplace.

Thank you for coming forward and for participating in the investigation. As part of the Senate's commitment to a safe and professional workplace, we remind you and will remind others who participated in this investigation that the Senate prohibits retaliation against complainants and anyone participating in an investigation.

Erika Contreras
[REDACTED]

ERIKA CONTRERAS
Secretary of the Senate