



ANTHONY RENDON

SPEAKER of the ASSEMBLY
Sixty-Third Assembly District

May 27, 2020

Assemblymember William Brough
[REDACTED]
[REDACTED]

RE: Workplace Conduct Unit Findings

Dear Assemblymember Brough:

The California State Assembly ("Assembly") is committed to providing a safe and professional workplace for legislators, staff, and the public. As part of that effort, the California Legislature established the Workplace Conduct Unit (WCU) within the Office of Legislative Counsel to review many types of complaints.

This letter is to notify you that the WCU concluded its investigation of complaints alleging that on more than one occasion you engaged in inappropriate conduct of a sexual nature towards [REDACTED]. The complaints also included an allegation that on one occasion you impliedly offered political favors in exchange for sexual activity. [REDACTED]
[REDACTED]

During the course of the investigation, the investigator was given access to all requested witnesses and documents. A confidential investigation report was presented to the Workplace Conduct Unit Panel ("Panel"). Please note that you are not entitled to a copy of the confidential report and it is subject to the attorney-client privilege.

After considering all of the allegations and facts and based upon a preponderance of the evidence, the Panel found that on two occasions you engaged in inappropriate conduct towards [REDACTED], once verbally and on the second occasion both verbally and physically by placing your hand on the small of [REDACTED] back. The Panel also found that on one of these two occasions you insinuated that you would provide political help to [REDACTED] if [REDACTED] went to your apartment with you. [REDACTED]
[REDACTED]

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Based upon these findings, I have determined that your conduct as found by the Panel violated the Legislature's Policy on Appropriate Workplace Conduct, and such conduct is detrimental to the professional environment of the Assembly and to its employees. Conduct of such a nature cannot, and will not be tolerated in the Legislature. The full consequences of the substantiated complaints will be subject to the Legislature's schedule, however effective immediately you are being removed from all committee assignments. Further, you are required to take additional harassment, discrimination, and retaliation prevention training and will be given a referral to the Assembly's Employee Assistance Program (EAP).

Thank you for your participation in the investigation. As part of the Assembly's commitment to a safe and professional workplace, I remind you and will remind others who participated in this investigation that the Assembly and the law prohibit retaliation against anyone participating in any investigation.

Sincerely,



ANTHONY RENDON
Speaker of the Assembly

cc: Tosha Cherry, Human Resources Director, Assembly Rules Committee