

**RESOLUTION NO. 2023-41**  
**OF THE BOARD OF DIRECTORS OF THE**  
**GEORGETOWN DIVIDE PUBLIC UTILITY DISTRICT**  
**ADOPTION OF POLICY 2320, HARASSMENT, DISCRIMINATION AND**  
**RETALIATION PREVENTION POLICY**

**WHEREAS**, the Georgetown Divide Public Utility District does not tolerate unlawful discrimination, harassment, and retaliation in the workplace or in a work-related situation, which are violations that may result in disciplinary action, including termination; and

**WHEREAS**, Policy 2320, Harassment, Discrimination, and Retaliation Prevention Policy, was established to inform District employees, members of the Board of Directors, and the public of state and federal laws that prohibit harassment, discrimination, and retaliation in the workplace; and

**WHEREAS**, this policy establishes the procedures for filing a complaint, and the process for handling complaints of harassment, discrimination, and retaliation; and

**WHEREAS**, this policy was reviewed and recommended for adoption by the Ad Hoc Policy Committee and is included as Exhibit A of this Resolution.

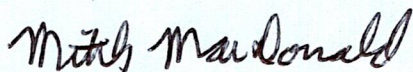
**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE GEORGETOWN DIVIDE PUBLIC UTILITY DISTRICT THAT** Policy 2320, Harassment, Discrimination, and Retaliation be adopted and authorizes the General Manager to certify the policy and include it in the District's Policy and Procedures Manual.

**PASSED AND ADOPTED** by the Board of Directors of the Georgetown Divide Public Utility District at a meeting of said Board held on the 8<sup>th</sup> day of August 2023, by the following vote:

AYES: Seaman, Stovall, Saunders, Thornbrough, and MacDonald

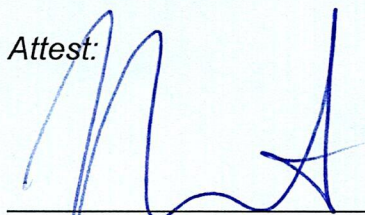
NOES: None

ABSENT/ABSTAIN: None

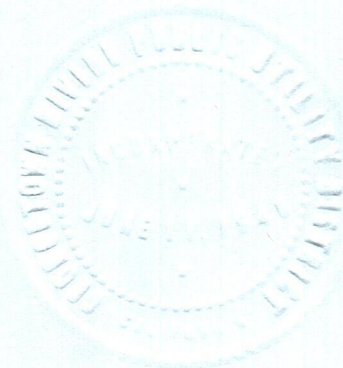


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Mitch MacDonald, President, Board of Directors  
GEORGETOWN DIVIDE PUBLIC UTILITY DISTRICT

Attest:



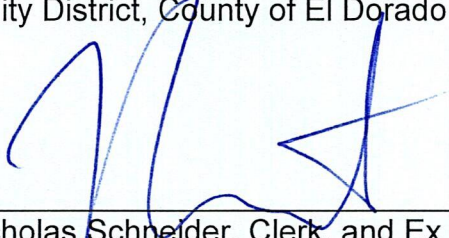
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Nicholas Schneider, Clerk, and Ex officio  
Secretary, Board of Directors  
GEORGETOWN DIVIDE PUBLIC UTILITY DISTRICT





**CERTIFICATION**

I hereby certify that the foregoing is a full, true, and correct copy of Resolution 2023-41 duly and regularly adopted by the Board of Directors of the Georgetown Divide Public Utility District, County of El Dorado, State of California, on this 8th day of August 2023.



Nicholas Schneider, Clerk, and Ex officio  
Secretary, Board of Directors  
GEORGETOWN DIVIDE PUBLIC UTILITY DISTRICT

EXHIBIT A – Policy 2320, Harassment, Discrimination, Retaliation Prevention Policy

