

Human Resources Discrimination Complaint Process

Report Issued: February 15, 2024

The objective of this audit was to determine if discrimination complaint administration is in accordance with relevant statutes, policies, and procedures.

The audit scope was October 2020 through September 2022. We reviewed non-executive discrimination investigations and pertinent documentation such as witness intake statements, confidentiality agreements, investigation reports, and corrective action statements. Finally, we reviewed relevant discrimination awareness training materials that included class rosters and scope of training provided.

We assessed internal controls relevant to the audit objective. This included a review of the following:

- City Administrative Directives
- Discrimination Investigation Practices
- Investigation Monitoring Efforts

This report is confidential and is excepted from public disclosure pursuant to the provisions of the *Texas Government Code Section 552.103 Exception: Litigation or Settlement Negotiations Involving the State or a Political Subdivision* and shall not be distributed publicly.