

SMUD BOARD POLICY

Category: Strategic Direction	Title: Employee Relations
	Policy Number: SD-8
Date of Adoption: May 6, 2004	Resolution No. 04-05-09
Revision: February 5, 2009	Resolution No. 09-02-03
Revision: November 17, 2011	Resolution No. 11-11-08
Revision: August 15, 2013	Resolution No. 13-08-10
Revision: August 20, 2015	Resolution No. 15-08-05
Revision: October 6, 2016	Resolution No. 16-10-02
Revision: January 16, 2020	Resolution No. 20-01-03

Developing and maintaining a high quality, diverse and inclusive workplace that engages and inspires employees to commit to SMUD's purpose, vision and values is a core value of SMUD.

SMUD is committed to diversity and inclusion and will foster and support a workplace that values employees representing a variety of backgrounds, including but not limited to, race, ethnicity, gender, gender identification and/or expression, sexual orientation and identification, national origin, age, physical abilities, veteran status, socio-economic status, life experiences, talents, and thinking styles.

Therefore:

- a) SMUD shall attract and retain a highly qualified and diverse workforce.
- b) SMUD shall promote inclusion and diversity and engage its workforce in activities that demonstrate and support inclusion and diversity across the organization.
- c) SMUD shall engage its workforce in personal and professional development.
- d) SMUD's percentage of engaged employees as measured through the Engagement Index shall exceed 80%.

- e) SMUD shall use a broad mix of communication and outreach channels to ensure its recruitment activities reflect the diversity of the communities it serves.
- f) SMUD shall maintain and communicate written policies that define procedures and expectations for staff and provide for effective handling of grievances.
- g) Annually, and consistent with State and Federal law, the Board shall receive a report detailing the demographics and trends of the SMUD workforce, the available workforce, and the Sacramento region. The report shall also provide information on veterans as a part of SMUD's workforce.

Monitoring Method: Board Report
Frequency: Annually