

## ALTERNATIVES TO REPORTING

In situations where someone is not sure they want to report their concern, the Office of Employee Ombud (OEO) is an important first resource to recommend since OEO is exempt from mandatory reporting and can provide information on options as well as alternative dispute resolution services.

<b><u>Office of the Employee Ombud (OEO)</u></b>	Independent City department that provides a safe space for employees to raise concerns, explore options, and resolve conflicts.
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Below are other City departments and government agencies where employees can submit complaints regarding potential unfair workplace treatment.

<b><u>Seattle Ethics and Elections Commission</u></b>	Independent City Commission that administers and enforces the Ethics, Elections, Lobbying, and Whistleblower codes.
<b><u>Seattle Office of Civil Rights</u></b>	City department that enforces laws against illegal discrimination in employment, housing, public accommodations, and contracting within Seattle city limits.
<b><u>Civil Service Commission</u></b>	Independent City Commission that conducts hearings and renders decisions on City employee appeals of disciplinary actions that impact pay such as demotion, suspension, and termination.
<b><u>WA State Human Rights Commission</u></b>	State agency that investigates and enforces laws against discrimination in the state.
<b><u>Equal Employment Opportunity Commission</u></b>	Federal agency that enforces federal laws against discrimination in the workplace.