RESOLUTION AMENDING RESOLUTION NO. 2023-17 REGARDING THE HARASSMENT AND DISCIPLINE POLICY, SECTION 8.2 OF THE ASHTABULA COUNTY PERSONNEL MANUAL

WHEREAS, the Ashtabula County Personnel Manual was adopted on January 5, 2023 by Resolution 2023-17, which includes Section 8.2 labeled Harassment and Discipline; and

WHEREAS, Jessica Brundage, H. R. Director has presented an amendment to Resolution No. 2023-17 regarding the Harassment and Discipline Policy; and

WHEREAS, the proposed amendment is intended to update and clarify the County's policy regarding prohibited harassment, sexual harassment, discrimination, retaliation, reporting procedures, investigations, corrective action, workplace complaints and grievances, training, and knowingly false reports; and

WHEREAS, the amended policy establishes procedures for reporting concerns, conducting investigations, taking appropriate corrective and preventive action, and protecting individuals from retaliation for making good-faith reports or participating in an investigation; and

WHEREAS, the Ashtabula County Board of Commissioners has reviewed the proposed amendment and finds that updating Section 8.2 of the Ashtabula County Personnel Manual is appropriate and in the best interests of Ashtabula County and its employees; and

WHEREAS, this Board of Commissioners has reviewed the proposed changes and agree with the amendment to Resolution No. 2023-17 regarding the Harassment and Discipline Policy; now

THEREFORE, BE IT RESOLVED, By the Board of Commissioners of Ashtabula County, Ohio, that Section 8.2 of the Ashtabula County Personnel Manual is hereby replaced in its entirety with the attached Section 8.2, effective upon adoption of this resolution.

ASHTABULA COUNTY COMMISSIONERS

CERTIFICATION PAGE

Resolution No. 2026-413 **September 29, 2026**

RESOLUTION AMENDING RESOLUTION NO. 2023-17 REGARDING THE HARASSMENT AND DISCIPLINE POLICY, SECTION 8.2 OF THE ASHTABULA COUNTY PERSONNEL MANUAL

Upon the motion of J.P. Ducro IV, seconded by Kathryn L. Whittington.

VOTE:

Casey R. Kozlowski	**Aye**
Kathryn L. Whittington	**Aye**
J.P. Ducro IV	**Aye**

CERTIFICATE OF CLERK

IT IS HEREBY CERTIFIED that the foregoing is a true and correct transcript of a resolution acted upon and duly passed by the Board of County Commissioners of Ashtabula County, Ohio, on the date noted above.

Crystal Sturgill

Crystal Sturgill, Clerk of the Board
Board of County Commissioners
Ashtabula County, Ohio