



# Rancho Los Amigos National Rehabilitation Center Hosts Pediatric Robocamp for Hemispherectomy Patients

From August 1 to August 17, 2018, six boys who had undergone hemispherectomy surgery, accompanied with their parents, gathered at Rancho Los Amigos National Rehabilitation for *Robocamp at Rancho*. Now in its 5<sup>th</sup> year running, and the only program of its kind in the country, Robocamp draws widespread interest in the hemispherectomy community, with applicants from across the country and even Canada. This year’s participants hailed from Florida, Indiana, Nebraska, Washington state (two children), and one locally from Lakewood, California.

Hemispherectomy surgery removes or functionally disconnects one half of a patient’s brain, leaving the person with significant neurological deficits including weakness on one side of the body. This drastic procedure is necessary, usually in children, in certain conditions in which one side of the brain is severely abnormal and causing medically intractable epilepsy. Since these conditions and procedures are rare, families commonly have difficulty accessing rehabilitation services that are knowledgeable enough, or even willing to help them.

*Robocamp at Rancho* is an annual intensive rehabilitation camp that delivers the therapy expertise and state-of-the-art technology that post hemispherectomy children and their families seek. The ambitious undertaking involves eight days, three hours per day, of intensive rehabilitation delivered by Rancho’s expert therapists using rehabilitation robots such as the Hocoma Lokomat and ArmeoSpring. They also receive baseline and post-camp functional assessments, orthotics evaluations, visual field evaluations, and recreational therapy.

Travel, lodging and food are provided for the families. Evolving and enhancing each time, this year’s Robocamp added after-hours programming targeting functional activities such as self-care, food shopping and cooking, and had a session in the aquatic therapy pool at the Don Knabe Wellness Center. A memorable sleepover at Long Beach Aquarium with backstage tour was provided by charitable organization Las Floristas.

The Robocampers worked hard, tried to beat each other’s high scores on the rehabilitation robots, painted, laughed, worked on new skills and swapped stories. They gained functional improvements, new knowledge and recommendations for continued therapy at home, treasured memories and invaluable social bonding with other kids who are “just like them”.

Robocamp flourishes through targeted collaborations between a public entity and non-profit organizations. While Robocamp’s providers and expertise come from Rancho Los Amigos, the endeavor is entirely funded by non-profit organizations Brain Recovery Project and Las Floristas. The program is administered by Rancho Research Institute. The children and their parents stay nearby at Housing of Medical Emergencies, run by the Assistance League of Downey.

The program is led by Remy Chu Jr., OTR/L (Robocamp Occupational Therapy Director), Julie Kasayama, DPT (Robocamp Physical Therapy Director) and Susan Shaw Huang, MD (Robocamp Medical Director).

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# Calendar of Events

## Center Theatre Group

(213) 628-2772

[www.centertheatregroup.org](http://www.centertheatregroup.org)

### Ahmanson Theatre

Through November 25 – Dear Evan Hansen

### Kirk Douglas Theatre

Through November 18 – Quack

### Mark Taper Forum

October 30 through December 9 – Valley of the Heart

## Grand Park

(213) 972-8080

[www.grandparkla.org](http://www.grandparkla.org)

Every Tuesday through Thursday – Lunch A La Park Food Trucks

Every Wednesday and Thursday – Lunch A La Park Yoga reTREAT

October 28 through November 4 – Grand Park Downtown Dia de los Muertos

November 3 – Grand Ave Arts: All Access

November 3 – Grand Park presents Baile de los Muertos

## The Music Center

(213) 972-7211

[www.musiccenter.org](http://www.musiccenter.org)

### Walt Disney Concert Hall

October 31 – Halloween Organ & Film: Nosferatu

November 1 through November 4 – Malkki, Reich & Mahler

November 6 through November 17 – Fluxus

November 8 through November 10 – The Tempest

November 16 – Cameron Carpenter Plays Poulenc



Visit <http://hr.lacounty.gov> for information on employment opportunities with the County of Los Angeles



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#### Sheila Kuehl

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First District

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Submissions to the DIGEST may be edited or otherwise altered for clarity.

Check out the DIGEST at:  
<http://hr.lacounty.gov/about-the-county/>

# Sexual Harassment, Supervisors, and Strict Liability

by Narek Artonian

County Equity Investigations Unit

Department of Human Resources

Over the past few months the County Digest has featured several articles on sexual harassment in its various forms, including quid pro quo, hostile work environment, third-person harassment and consensual relationships. The topics addressed the conduct of employees, but what if the harasser was a supervisor? What if the employer knew what was going on, but didn't do enough to stop or prevent sexual harassment? Does that matter or change anything? Can employers be held responsible for the actions of their supervisors and managers?

The answer is YES and it's referred to as "Strict Liability."

## What is Strict Liability?

Strict Liability means that employers are liable for the conduct, in this case sexual harassment, of a subordinate by a supervisor whether or not the employer knew about the harassment. Being liable for something essentially means that you are legally and financially responsible.

Since an employer is strictly liable for a supervisor's sexual harassment, the employer can be legally and financially responsible for the supervisor's conduct.

## Who is considered a supervisor?

Federal law limits its definition of a supervisor compared to the State of California.

- A recent United States Supreme Court case (*Vance v. Ball State University*, 2013), narrowed the scope of who qualifies as "supervisor" to those who are "empowered by the employer to take tangible employment actions against the victim."
- *What is considered a tangible employment action?* A tangible employment action is the authority to hire, fire, demote, promote, transfer, discipline, reassignment with significantly different responsibilities, or a decision causing a significant change in benefits for the employee.

California broadly defines a supervisor as an individual having:

- The authority to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees; or
- To make recommendations concerning the aforementioned employment actions using their own independent judgment.

The difference between the California and Federal definitions of a supervisor is the use of the word "recommend" which

essentially means that, in California, an employee who is responsible for directing another employee's day-to-day duties, such as a "Lead employee" may be considered a "supervisor" for purposes of Strict Liability under the Fair Employment and Housing Act (FEHA), even if that employee does not have the formal authority to hire, fire, promote or transfer employees.

Another important distinction to keep in mind is under federal law (Title VII) only employers can be held liable for damages resulting from sexual harassment, but under California law, specifically FEHA, both the employer and the individual harasser can be liable for damages.

As a public entity in the state of California, Los Angeles County ensures its policies are in compliance with the state and federal provisions by the County Policy of Equity (CPOE).

## Why is Strict Liability important?

Strict Liability is important because it holds the employer responsible for the conduct of its supervisors and managers. Whether you realize it or not, many of you have seen examples of Strict Liability in the news recently involving celebrities and various television network personalities who have been sued along with their employers for sexual harassment. The lawsuits have resulted in multi-million dollar settlements and have tarnished the reputations of many for years to come.

Every employee, supervisor, manager and employer is responsible for ensuring that the workplace is free of sexual harassment, discrimination and retaliation. However, supervisors and managers are held to a higher standard by the employer and are expected to model appropriate workplace conduct for all staff. This expectation is crystal clear for Los Angeles County supervisors and managers. Supervisors and managers are required to report any potential violations of the CPOE, actively monitor the working environment for CPOE violations, and take appropriate administrative action whether or not the involved employee is within their line of supervision. When supervisors and managers fail to meet this higher standard, they may be in violation of the CPOE and be subject to disciplinary action.

Even with County policies prohibiting sexual harassment and investigations to hold violators responsible, unfortunately sexual harassment continues to rear its ugly head in the workplace. Holding employers, supervisors and managers responsible adds another tool in helping to reshape the organizational culture for both private and public employers – at the very least it should make supervisors and managers think twice about engaging in inappropriate sexual conduct in the workplace.

The County does not tolerate any form of sexual harassment in the workplace. Any employee who believes they are being subjected to inappropriate conduct of a sexual nature should contact the County Intake Specialist Unit at (213) 974-9868 or file a complaint on-line at <https://ceop.bos.lacounty.gov/>.

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## DPSS Partners to Expand Expungement Services to Homeless Population

The Department of Public Social Services (DPSS) General Relief Opportunities for Work (GROW) Program, in partnership with the Public Defender, has launched an effort to expand services offering expungement of criminal convictions to homeless individuals who have been denied benefit assistance or employment due to minor or low-level felony convictions.

The Criminal Record Clearing Project (CRCP) involves a series of expungement workshops funded by Measure H, the 2017 voter-approved measure to address homelessness in the County. CRCP builds on the existing efforts of Prop 47 to reduce certain non-violent, non-serious drug and property crimes from felonies to misdemeanors. In 2016, the Board of Supervisors instructed County departments to help inform residents who will benefit from the Prop 47 legal relief. The goal is to help remove a substantial barrier to economic stability for as many as 500,000 Los Angeles County residents.



CRCP is the result of a series of community meetings hosted by the Los Angeles County Homeless Initiative (LAHI) and community stakeholders. Operating under the Chief Executive Office, LAHI is charged with combating and preventing homelessness in the county.

In April 2018, the DPSS Humboldt GROW office served as the pilot site for the initial CRCP workshop. To date, four additional workshops have been hosted at the Humboldt office, where the criminal histories of more than 110 GROW Program job seekers were reviewed by legal professionals with the Public Defender. DPSS Outreach section staff were also on site to provide enrollment assistance and information about DPSS services.

Monthly workshops are now held on the first Tuesday of every month at DPSS Metro East and Humboldt GROW offices for the rest of the year. The DPSS Lancaster and South Central GROW offices have also begun hosting workshops. The goal is to host workshops at all DPSS GROW sites. Although the deadline to apply for expungement has been extended to 2022, there is still a sense of urgency for many who are seeking employment.

DPSS and the Public Defender have collaborated to produce “Prop 47: Change Your Felony to a Misdemeanor,” a public education video publicizing the free expungement workshops. The video encourages anyone who is eligible to take advantage of the opportunity to speak directly with legal professionals and begin the expungement process on the same day.

To view and share the Prop 47 video with someone who may benefit from the workshops, visit <https://www.youtube.com/watch?v=udIULgCXk4Q&feature=youtu.be>. And remember, the County of Los Angeles is a Fair Chance Employer!

### Rideshare L.A. County

#### *Department of Human Resources*

October is **Rideshare Month** and there are exciting opportunities for Ridesharing and incentives. Ridesharing is any form of transportation other than driving alone. Go to <http://www.metro.net/about/rideshare-week/pledge-form/> and pledge to Rideshare for a chance to win gift cards and other great valuable prizes from Metro. Contact your local Employee Transportation Coordinator (ETC) to register for the Metro Rewards Program. If you meet the minimum Rideshare requirements, you could be eligible to win a gift card from Metro. Rideshare L.A. County is also giving away prizes to County employees for being a part of the Commuter Benefit Program. For more information, please visit [www.rideshare.lacounty.gov](http://www.rideshare.lacounty.gov) or contact your ETC.

## Innovative Service Delivery and Use of Emerging Technologies Award

*Department of Parks and Recreation*

The Center for Digital Government (CDG) has presented the Department of Parks and Recreation with one of its Best of California Awards, which recognizes state and local government organizations for innovative technology initiatives.

CDG praised the department for its AI-Driven Video Analytics Drowning Prevention System, which uses advanced video analytics through underwater light fixtures, high-definition cameras and sensors to help lifeguards and other employees identify swimmers at risk of drowning – reducing the average response time from 9.5 seconds to 1.7 seconds.

“State and local government agencies across California are focused on providing innovative technology to citizens and businesses,” said CDG Executive Director Teri Takai. “The Center for Digital Government is excited to honor the California technology organizations that are leading the way to provide responsive, citizen-centric services.”

“We’re honored to receive the Best of California Award this year,” said Department of Parks and Recreation Chief Information Officer Mohammed Al Rawi. “The Department of Parks and Recreation is applying innovative emerging technologies ranging from Artificial Intelligence to Advanced Analytics and the Internet to provide world-class services at our 182 beautiful parks and facilities.”

Best of California Award winners are selected by a panel of judges based on several criteria, including collaboration among agencies, innovative use of technology, economic benefits and improving public services and business processes.



## Share Your Heart Share Your Home

*Become a Foster/Adoptive Parent  
Dept. of Children and Family Services*



This quote definitely can make you think of children in foster care as they truly define what courage means. In the face of losing their family, their community, friends, pets and schools, the one thing they haven’t lost is their ability to hope and dream of a better future. So many of our kids have no idea where they may live day to day and so many have their hearts broken again and again; yet they find the courage to believe in love, connections and the power of family. They still stand up and try again.

Alina, age 11, defines the concept of quiet courage as she has been through a lot of trauma and heartbreak in her life. Despite that, she has let us share her photo and biography as she has never given up the hope of finding a family who can be there for her unconditionally.

When you get to know Alina you will discover that, behind her shy smile, there are many beautiful layers to her. She has a great sense of humor; sharing this hidden gem with those she knows and trusts. She has a creative side and loves music. Creating fun and silly music videos using the App, ‘Musically’ is one of her favorite pastimes. In these videos, Alina allows the world to see another side to her personality. Alina also has a special interest in arts and crafts, and is showing talent at anything that involves creating something with her hands. Can you help Alina find the family she is hoping for? Call (888) 811-1121 to learn more about Alina.

## LACERA Election Results

At its meeting of September 4, 2018, the Board of Supervisors approved the results of the July 24, 2018 elections for the Los Angeles County Employees Retirement Association (LACERA).

As a result, Mr. Herman B. Santos has been elected to the office of the Third Member, Board of Investments and Ms. Vivian H. Gray has been elected to the office of the Third Member, Board of Retirement. The terms of office for the elected candidates will begin on January 1, 2019 and will expire on December 31, 2021.

COUNTY OF LOS ANGELES  
DEPARTMENT OF ANIMAL CARE AND CONTROL

**ADOPT A  
SHELTER  
DOG  
MONTH**

**ADOPTION  
FEES  
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TO \$20!**

**FOR THE ENTIRE  
MONTH OF OCTOBER**



**\*ADDITIONAL FEES STILL APPLY**



LOS ANGELES COUNTY  
**ANIMAL CARE  
& CONTROL** | redefining  
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## Groundbreaking L.A. FOUND Initiative Launches Countywide

On September 5, 2018, Supervisor Janice Hahn, Sheriff Jim McDonnell, and Workforce Development, Aging and Community Services (WDACS) Director Cynthia D. Banks announced the launch of “L.A. FOUND,” a groundbreaking Countywide initiative which aims to quickly locate individuals with Autism, Dementia, or Alzheimer’s Disease when they wander.

L.A. FOUND features a system of voluntary, traceable bracelets worn by individuals with Autism, Dementia or Alzheimer’s Disease. Individuals who wander can be located by the Sheriff’s Department using receivers mounted on First Responder Helicopters.

L.A. FOUND also includes a dedicated team housed within WDACS to coordinate the Countywide response when a vulnerable individual goes missing and provide education, outreach and support to families caring for individuals with Alzheimer’s Disease, Dementia, and Autism.

To learn how to qualify for the program, caregivers can visit [LAFOUND.com/EncuentrameLA.com](http://LAFOUND.com/EncuentrameLA.com) or call the toll free hotline (833) 569-7651, Monday through Friday, from 8 am to 5pm . The new [LAFOUND.com](http://LAFOUND.com) and [EncuentrameLA.com](http://EncuentrameLA.com) website is a one-stop portal for families and caregivers with important information on steps to take when an individual with Alzheimer’s Disease, Dementia, or Autism goes missing. This website also includes information on voluntary tracking technologies that might be a good fit for vulnerable individuals and their caregivers, as well as resources available for families and caregivers through various County departments and community agencies.

County departments play a critical role in the success of L.A. FOUND. All County departments have been asked to designate an L.A. FOUND liaison, link to [LAFOUND.com](http://LAFOUND.com) on their departmental website, share L.A. FOUND information at public areas (such as libraries, parks and beaches), and take other actions outlined in a memo from WDACS Director Cynthia D. Banks to all County Department Heads sent on September 4, 2018.

L.A. FOUND is the culmination of extensive community input and expert recommendations provided by the Bringing Our

Loved Ones Home (BOLOH) Task Force, which was created through a motion authored by Supervisor Janice Hahn and coauthored by Supervisor Kathryn Barger. Supervisor Hahn envisioned the BOLOH Task Force after learning about the tragic case of Nancy Paulikas, a Manhattan Beach resident with early onset Alzheimer’s Disease who went missing in October 2016 during a visit with her family to the Los Angeles County Museum of Art. In February 2018, the Board of Supervisors unanimously approved recommendations proposed by the BOLOH Task Force that are now being implemented through L.A. FOUND.

## Dont’ Forget to Enroll or Make Changes to Your Benefits

Annual Benefits Enrollment is almost over! This is your once-a-year opportunity to review your benefits and make changes for 2019. Make sure to enroll by the deadline at midnight on October 31, 2018. Your Annual Benefits Enrollment packet includes all the information you need to enroll. If you cannot find your packet, you can view the materials at [mylacountybenefits.com](http://mylacountybenefits.com).

Remember, that you must enroll during October 2018 to:

- Waive or decline medical coverage for 2019, if you qualify
- Switch medical or dental plans (must provide SSNs for eligible family members)
- Add or remove dependents (must provide SSNs for eligible family members)
- Enroll or re-enroll in the Health Care and/or Dependent Care Spending Accounts for 2019
- Buy Elective Annual Leave Days for 2019 (*MegaFlex* participants only)

Enroll or make changes online at [mylacountybenefits.com](http://mylacountybenefits.com) until midnight October 31, 2018. You can enroll using a computer, smartphone or tablet! When you enroll online, you can immediately print out or save your confirmation statement. Log in using your employee number and PIN which was reset on October 1 to your 2-digit month and 4-digit year of birth (MMYYYY). If you prefer to enroll by phone, call (888) 822-0487 and follow the recorded instructions.

Should you have questions, call the Benefits Hotline at (213) 388-9982 from 8 a.m. to 5 p.m., Monday through Friday (extended hours during annual benefits enrollment).



Los Angeles County African American Employees Association

RETIREE COMMITTEE

Presents a...



FINANCIAL WELLNESS SYMPOSIUM\*

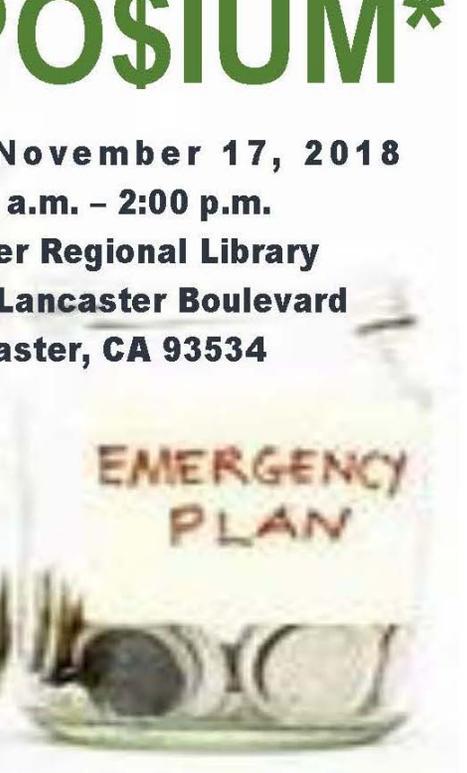
Saturday, November 17, 2018

10:00 a.m. – 2:00 p.m.

Lancaster Regional Library

601 West Lancaster Boulevard

Lancaster, CA 93534



Symposium Topics

LACERA 101

- Understanding what your County pension provides
Plan Basics
MyLacera

Protecting Your Financial Identity

Claim Your Money (A Vision Board Guide)

Are you just beginning your County career? Are you navigating your mid-career? Has it been awhile since you reviewed your LACERA retirement portfolio? Are you on track? Curious about the "deductions" on your paywarrant? Concerned about the recent breeches in financial accounts and the rise in financial fraud and identity theft? Are you managing your money on autopilot?

Join us at this informative and empowering personal finance symposium and ask the questions you have always wanted to ask...and GET ANSWERS!

\*This is a free LACAAEA member benefit symposium. Attendees must be a LACAAEA member in good standing at the time of registration. SEATING IS LIMITED.

SPONSORS

Questions regarding the symposium?
Mary L. Calhoun: (213) 384-3454 or lacaaeaPRC@ca.rr.com
ShaQuan Anderson: (661) 223-4167
Nolan Miller: (909) 856-9265



TO REGISTER ONLINE: WWW.LACAAEA.ORG/FINANCIALSYMP



# Retirees

*Congratulations for your many years of service  
to the County of Los Angeles*

## 50+Years

**PUBLIC SOCIAL SERVICES:** Annette E. Moss

## 45+Years

**HEALTH SERVICES:** Salvador Raigosa, Michele R. Williams, Carolyn V. Wooden

**PUBLIC SOCIAL SERVICES:** Sybil S. Hope, Juanita Ruff, Dennis Veals

## 40+Years

**CHILDREN & FAMILY SERVICES:** Norma P. Tweet

**INTERNAL SERVICES:** Steven G. Cooper

**PARKS & RECREATION:** Jose Z. Padilla

**PUBLIC SOCIAL SERVICES:** Daniel R. Arras

**PUBLIC WORKS:** Rita M. Florez, Mark T. Koch

**SHERIFF:** Pamela J. Vanover

**SUPERIOR COURT:** Gail Davis

## 35+Years

**CHILDREN & FAMILY SERVICES:** Paula M. Jackson-Hill, Amelia R. Medrano, Dora Shum

**CHILD SUPPORT SERVICES:** Timothy Cha

**DISTRICT ATTORNEY:** Barbara G. Wolff

**FIRE:** Robert R. Maris, Daren A. Wallach

**HEALTH SERVICES:** Mary J. Dale, Virginia Gomez, Dina Trendt, Paula Y. Williams

**MENTAL HEALTH:** Josephine Nolasco

**PARKS & RECREATION:** Ruben Rodriguez, Irene R. Shobert

**PUBLIC HEALTH:** Patricia A. Barnett

**PUBLIC SOCIAL SERVICES:** Bach-Cuc T. Le

**PUBLIC WORKS:** John T. Walker

**SHERIFF:** Herminia Gonzales, Carzell Vickers

**SUPERIOR COURT:** Patricia McKinney

**TREASURER & TAX COLLECTOR:** Noelle M. Lebeau

## 30+Years

**ASSESSOR:** Magdalena Negron

**CHILDREN & FAMILY SERVICES:** Jacqueline N. Lai, Heesoon K. Lee, Jacquelyn R. Steward

**DISTRICT ATTORNEY:** Dad O. Samuels

**FIRE:** Kenneth J. Souza

**HEALTH SERVICES:** Wanee Arunrut, Linda S. Ballesteros, Cresencia B. Elchico, Herzon Humbe Francia-Agui, Tony R. Garrido, Yvonne Y. Kim, Rita D. Morales, Rosa M. Narvaez

**INTERNAL SERVICES:** Joseph D. Motis

**PROBATION:** Jack E. Howard

**PUBLIC SOCIAL SERVICES:** Frances M. Byars, Latrell E. Gibson

**PUBLIC WORKS:** Mazen Dudar, Eleni Hailu, Kevin E. Loren

**SHERIFF:** Jose A. Espino, Jeffrey J. Hardt, Luis A. Hernandez, Gregory M. Hutt, Christopher D. Keeling, Robert W. Kenney, Theresa L. Nielsen, Andrew W. Parrott, Raphael L. Perera, Frank F. Quichocho, Joseph M. Ramirez, Neil P. Schroepfer

**SUPERIOR COURT:** Mary L. Radtke

**TREASURER AND TAX COLLECTOR:** Rosalia Reyes

## 25+Years

**ANIMAL CARE AND CONTROL:** Laura Rocha

**ASSESSOR:** Kameel W. Danial, Jaime U. San Jose

**AUDITOR-CONTROLLER:** Rogelio A. De Castro

**CHILDREN & FAMILY SERVICES:** Virginia F. Boccato, Madhuri Kumbhojkar, Elbis Severo, Ellen Smith-Wexler

**CHILD SUPPORT SERVICES:** Norma Eissa, Gabriel N. Fairfoot

**FIRE:** Ruben C. Ramos, David P. Wiese

**HEALTH SERVICES:** Lydia Boyd, Lisa T. Landry, Alma B. Parra-Rodart, Virginia S. Zarate

**INTERNAL SERVICES:** Carlyn L. Braden-Allen

**MENTAL HEALTH:** Leticia M. Sparkes

**PARKS & RECREATION:** Frank M. Gutierrez, Jr.

**PROBATION:** Edgar Arrondo

**PUBLIC SOCIAL SERVICES:** Hasmik Arakelian, Elitania Escamilla, William Hampton, Hien T. Vu

**PUBLIC WORKS:** Gregory Carey

**SHERIFF:** Jeffery L. James, Stephanie L. Rodney, Susan E. Vodrazka

**TREASURER & TAX COLLECTOR:** Tracy L. Erickson, Tomas Vaquerano

October is  
National  
Disability  
Employment  
Awareness  
Month



# COUNTYWIDE FITNESS CHALLENGE 2018



## PLAY FOR LIFE!

Join us for a day of family fun featuring the “triath-a-fun!” — fitness walks, bicycle fun rides, and pedal boat rally.

- PEDAL BOAT AND KAYAK RALLY\*
- BICYCLE FUN RIDE\*
- 5K RUN
- FITNESS POWER WALKS
- HEALTH SCREENINGS
- PICNIC AREA
- FREE GIVEAWAYS
- DRAWING PRIZES

### Santa Fe Dam Recreation Area

15501 Arrow Highway  
Irwindale, CA 91706  
1st Supervisorial District

## Saturday, November 3, 2018

### 8:00 a.m. – Noon



\*Free use of kayaks, pedal boats, bicycles/buggies

RSVP to secure your giveaways at:  
<http://employee.hr.lacounty.gov/countywide-fitness-challenge-2/>

