



**SEPTEMBER 2018** **COUNTY OF LOS ANGELES**

# Department of Parks and Recreation's New Fall P&R Magazine Now Available Online

*Enjoy Easy Access to Programs, Classes Offered Throughout L.A. County*

The Department of Parks and Recreation has released the fall issue of its online eBrochure, the *P&R Magazine*, which contains information on hundreds of programs and recreational activities offered to the public.

The fall issue also includes inspiring articles about major park attractions throughout the County, as well as historical and cultural tidbits about the various geographical regions served by the Department.

As a Department that understands the demand for recreational programs that promote good health and more, this eBrochure presents County employees and their families with an online magazine that's easy to navigate, read and register for classes.

No matter where you live in Los Angeles County, there's a program, class or activity waiting for you! Whether you enjoy sports, hiking, biking, cooking, arts and crafts, or are looking for an after-school program for your child, the Department of Parks and Recreation has something that's just right for you!

And, to better meet your needs, the Department has expanded the ability to register for many programs online, as it continues to make programming more accessible and user-friendly for everyone. Take advantage of this exciting way of learning about and signing up for many available programs at little or no charge.

To view the Department of Parks and Recreation's comprehensive and easy-to-read P&R Fall Guide Magazine, please visit <http://parks.lacounty.gov/>.



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# Calendar of Events

## Center Theatre Group

(213) 628-2772

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

### Ahmanson Theatre

Through September 30 – Ain't Too Proud (The Life and Times of The Temptations)

### Kirk Douglas Theatre

Through September 30 – School Girls; or, The African Mean Girls Play

### Mark Taper Forum

Through October 7 – Sweat

## Grand Park

(213) 972-8080

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

Every Tuesday through Thursday – Lunch A La Park Food Trucks

Every Tuesday through September 25 – Bootcamp

October 7 – La Feria de los Moles

## Hollywood Bowl

(323) 850-2000

[www.hollywoodbowl.com](http://www.hollywoodbowl.com)

September 25 and September 26 – Florence + the Machine High as Hope Tour

September 28 – Beck, St. Vincent DJ Set

## The Music Center

(213) 972-7211

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

### Walt Disney Concert Hall

September 27 – California Soul

September 30 – Celebrate LA!

## Ford Theatres

(323) 461-3673

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

September 29 – Jason Moran and The Bandwagon

October 5 – Kick Out the Jams 50th Anniversary by Jail Guitar Doors

October 6 – Angel City Jazz Festival presents Xenia Rubinos

October 9 – Hollywood Shorts

October 13 – Soldier Songs presented with LA Opera Off Grand

October 14 – The Secret City

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



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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/>

# Widespread Sexual Favoritism

by Liza Javier Almanza

County Equity Investigations Unit

Department of Human Resources

With today’s steady stream of media coverage, it may appear that workplace sexual harassment is a new, headline-grabbing phenomenon. However, inappropriate sexual conduct in the workplace has caused chaos and consequences since time immemorial, no matter the industry. The Los Angeles County Policy of Equity (CPOE) states that sexual harassment includes “unwelcome sexual advances, requests for sexual favors, and/or other verbal, visual or physical conduct of a sexual nature.” The U.S. Equal Employment Opportunity Commission (EEOC) policy guidelines define two types of sexual harassment:

- 1) “quid pro quo” in which “submission to or rejection of unwelcome sexual conduct by an individual is used as a basis for employment decisions affecting that individual” and
- 2) “hostile environment” in which “unwelcome sexual conduct unreasonably interferes with an individual’s job performance or creates an intimidating, hostile or offensive working environment.”

The above definitions clearly apply to two parties – the alleged “harasser” and the employee being harassed. However, can these sexual harassment definitions apply to other employees? In July 2005, the California State Supreme Court addressed this issue in the landmark case Miller v. Department of Corrections. The Miller case addressed the concept of widespread *sexual favoritism* and the practice of managers engaging in consensual sexual relationships in the workplace.

In Miller, a California Department of Corrections warden had multiple consensual sexual affairs with his subordinates. Other employees alleged that the women who were having affairs with the warden were given special assignments, work privileges and promotions. Employees claimed they were not promoted due to the warden’s sexual favoritism toward his paramours (defined as a lover, specifically an illicit or secret lover). Some paramours bragged to their co-workers about their sexual affair with the warden and the resulting employment benefits they received.

In a unanimous decision, the court in Miller held that widespread sexual favoritism in the workplace may create a hostile working environment for *other employees*. The Court specifically noted that, “widespread favoritism based upon consensual sexual affairs may imbue the workplace with an atmosphere that is demeaning to women because a message is conveyed that managers view women as ‘sexual playthings’

or that the way required to secure advancement is to engage in sexual conduct with managers.” Although the Miller case specifically discussed female employees, the concept of sexual favoritism applies to all genders.

In Miller, the executive had multiple, consensual workplace affairs which resulted in *widespread sexual favoritism*. A single workplace affair leading to beneficial work privileges for a subordinate may not be sexual harassment. However, in the County, such behavior may lead to a lesser charge of the CPOE’s *Inappropriate Conduct Toward Others* provision. Additionally, employees should be cautioned about spreading sexual rumors in the workplace (e.g, “S/he slept their way to the top,” etc.). Spreading sexual rumors about co-workers may also violate the CPOE.

Should a romantic relationship develop, the executive, manager or supervisor should report their relationship and remove themselves from their subordinate’s chain of supervision to avoid the perception of sexual favoritism. Additionally, they can recuse themselves from any employment decisions related to the subordinate.

Any form of sexual harassment in the workplace is unacceptable and should not be tolerated. County employees who believe they were subjected to inappropriate conduct of a sexual nature, including sexual favoritism, should contact the Board of Supervisor’s County Intake Specialist Unit at (213) 974-9868, or file a complaint on-online at <https://ceop.bos.lacounty.gov/>.

## Open Enrollment

*It’s That Time Again*

**Annual Benefits Enrollment starts October 1, 2018 and goes through October 31, 2018, for 2019 benefits.** You will receive your Annual Benefits Enrollment packet in the mail by October 12, 2018. Go to **mylacountybenefits.com** to complete your enrollment. If you have questions, call the Benefits Hotline at (213) 388-9982 from 8 a.m. to 4 p.m. During Annual Benefits Enrollment, hours are 8 a.m. to 5 p.m.

## A Toy Loan Inspired Life



Six-year-old Betty Ariston could not be contained. How could she? Sitting on the table was a brand-new toy, and it was for her. A toy that didn't result from countless hours of begging and convincing. This time, she was told she could have whichever toy she liked.

Even though it's been well over 50 years, Ariston still tells her story like it was yesterday. She remembers every detail of her first experience in the Los Angeles County Department of Public Social Services (DPSS) Toy Loan office.

Toy Loan is a transformative program that has planted seeds of hope for thousands of young participants since 1935. Children can borrow toys from a local Toy Loan Center in the same manner that books are borrowed from a public library. Currently, the program supplies toys to some 45-plus centers located throughout the County, serving over 30,000 participants annually.

Ariston's story begins as a little girl living in the Dana Strand Housing Projects in Wilmington.

Growing up, she remembers the Toy Loan office across from where she lived, next door to the day care center where she spent the day, while her mother was working for the County of Los Angeles.

"I'd peek through the gates and watch people go into the office," Ariston explained. "For a long time, I wondered what it was all for." When she found out, her life changed forever.

Wide-eyed and full of curiosity, Ariston held her mother's hand as they walked into the Toy Loan office. The year was 1966 and it was the first time she'd seen so many toys in one place.

Once inside, it took a moment before Ariston realized the Toy Loan worker was talking to her. She was distracted, enamored by a cloth doll with a cherry red bow on its hat, sitting on a rack across the room. Eventually, the worker's voice cut through, and what he said instantly grabbed her attention.

"Betty, you can go ahead and pick any toy you want." She looked up at him, feeling joy throughout her body and smiling so hard it hurt. "I couldn't believe it," said Ariston. "They were so nice to me."

She felt her mother give her an encouraging pat on top of her back. "Go ahead, honey," her mother said.

Ariston remembers being in full delight. She went over and picked up the cloth doll that captured her attention earlier. It was softer and lighter than expected. She pressed it against her cheek, her smile never faltering for a second.

Afterward, the worker brought over the "adoption papers" for her new toy. Ariston signed her name above the line that read, "parent." All throughout the process, she said she felt cared for, a feeling she has never forgotten.

Today, Ariston is the one caring and planting seeds of hope for others. As the GROW Program Manager at the Weingart Center in Los Angeles, she is helping those who are less fortunate.

Her story illustrates the life-changing power of the Toy Loan Program. It shows how much the simple act of empowering a child with a toy can positively affect their life.

"I truly believe DPSS is a great place," said Ariston. "I highly recommend the Toy Loan Program. Not all DPSS customers will remember your name or your face, but what they will remember is how you made them feel," said Ariston.

To learn more about the Toy Loan program please visit the [Toy Loan website](#).

# September is Deaf Awareness Month

## Share Your Heart Share Your Home

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



*“Our ability to handle life’s challenges is a measure of our strength of character.”*

*-- Les Brown*



Photo: Brooke Nevin

This quote from the motivational speaker Les Brown seems to be written just for Michael. Michael, at only 11 years old, has endured so much in his short life, including being placed in foster care and separated from his siblings. Despite these challenges, Michael still smiles and keeps the hope that he can find an adoptive family. He’s especially hoping for a strong male father figure. Dynamic and fun to be around, he is also very insightful and willing to

acknowledge his mistakes. You can always find him playing outdoors, whether it’s basketball, swimming, or just a friendly game of tag. Michael also loves to play Minecraft or video games during his downtime. His charismatic character always draws people to him in a social setting. Michael describes himself as a “cool” kid. Others describe him as articulate, bright, and very self-determined—all signs of the amazingly resilient character that defines Michael.

Michael thrives in a structured environment with clear rules. He gets along with other children and is generally liked by his peers. Michael will blossom when given a chance to share his life with a stable and loving family who will listen and validate his feelings, thoughts, and needs in a healthy manner. He needs a family that will nurture his connections with his other siblings as well. If you or someone you know may be a good fit for Michael, reach out and make the call. Call (888) 811-1121 to start the process. This young man is depending on it.

## Improvisation Abounds at the Ford

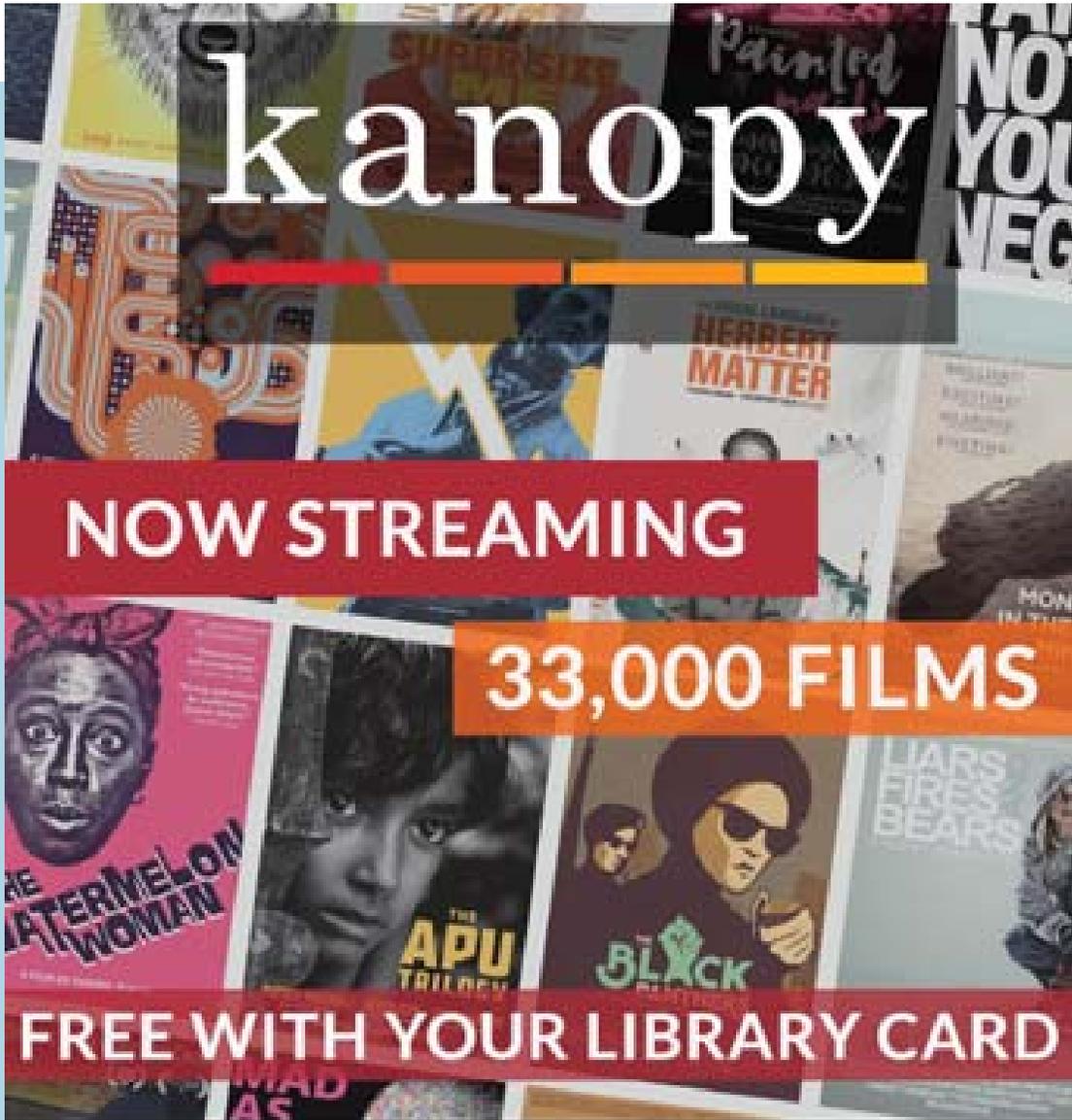
IGNITE @ the Ford! is a series comprised of world-renowned contemporary artists whose work is thought-provoking and reflects the world in which we live. Renowned pianist and composer Jason Moran fits seamlessly into this performance series with his newest and most ambitious work to date: an unprecedented collaboration exploring the intersection of skateboarding and jazz.

An evening full of improvisation, the Ford Theatres and UCLA’s Center for the Art of Performance present *Finding a Line: Skateboarding, Music and Media* under the stars at the Ford on September 29, 2018. As skaters shred a ramp on stage, Jason Moran and his group The Bandwagon will jam in response. Skaters include the OC Ramps Team (Greg Lutzka, Ryan Decenzo, David Bachinsky and more), Kenny Anderson, Sky and Ocean (AWSM KIDS), Vanessa Torres and more.

On Tuesday, September 25, 2018, the Ford will present an evening of free programming connected with the event that include: an exhibition of photos and artwork from The Nation Skate and College Skateboarding Educational Foundation; a panel discussion on issues of race and diversity in skateboarding culture, moderated by USC lecturer Neftalie Williams; and a screening of short skateboarding-inspired films curated by music video director/former pro skateboarder Laban and Diana Wyenn.

For tickets and more information about *Finding a Line*, go to [www.fordtheatres.org](http://www.fordtheatres.org).





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**LA COUNTY LIBRARY**

# Suicide Prevention Awareness

In the United States, the National Suicide Prevention Week is an annual week-long campaign that aims to apprise the public and healthcare professionals about warning signs of suicide and involve them in steps that can be taken in suicide prevention. Additionally, by pointing out the overwhelming number of suicides, this campaign attempts to decrease the surrounding stigma and encourage those who have attempted or are deliberating to make an attempt to instead pursue mental health assistance.

Suicide is the act of taking one's own life. According to statistics recently released by the Centers for Disease Control and Prevention, suicide rates have been on the rise in 49 out of 50 states since 1999. Suicide is the 10<sup>th</sup> leading cause of death in the United States. Based on the published research on "Suicide Rates in California," by Rand Corporation, there is an increase in rate of suicides after age 10 and until age 55. Although there is a plateau, nevertheless increases at age 70 have been seen. Similar to the rest of the United States, men who are over 70 years old have a suicide rate that is eight times that of their female counterpart. Furthermore, between 2008 and 2010, there were 2,358 suicides in Los Angeles County, which was almost four times higher than the rest of California.

It is important to note that based on reports, more than half of people who die by suicide were not given a mental health diagnosis, most likely because they were not being treated by a mental health or medical professional. These statistics point to the need for increased recognition of the warning signs for people at risk for suicide, as well as resources to get help.

According to the National Institute of Mental Health, the following warning signs suggest that someone may be thinking about suicide:

- Talking about wanting to die or wanting to kill themselves.
- Talking about feeling empty, hopeless, or having no reason to live.
- Planning or looking for a way to kill themselves, such as searching online, stockpiling pills, or acquiring potentially lethal items
- Talking about great guilt or shame.
- Talking about feeling trapped or feeling that there are no solutions.
- Feeling unbearable pain, both physical and emotional.
- Talking about being a burden to others.
- Using alcohol or drugs more often.
- Acting anxious or agitated.
- Withdrawing from family and friends.
- Changing eating and/or sleeping habits.
- Showing rage or talking about seeking revenge.

- Taking risks that could lead to death, such as reckless driving.
- Talking or thinking about death often.
- Displaying extreme mood swings, suddenly changing from very sad to very calm or happy.
- Giving away important possessions.
- Saying goodbye to friends and family.
- Putting affairs in order; making a will.

If you believe someone is at risk for suicide, don't be afraid to ask that person directly. Research has shown that asking someone about suicide does not increase suicidal thoughts or behaviors. If the person reveals that they are in fact suicidal, and may be in an immediate danger because they have a plan, you can call 911, or arrange for the person to be taken to the emergency room by a friend or relative. The Department of Mental Health (DMH) can also respond by having a team of clinicians who can assess and explore whether the person poses a danger to self. The request for this assessment can be made through DMH's ACCESS hotline available 24/7 at (800) 854-7771.

If you are concerned about someone who does not appear to be in immediate danger, for example, they may show signs listed above but deny having suicidal thoughts and/or a plan, there are a few resources available which are as follows:

- ◆ The National Suicide Prevention Lifeline has trained crisis workers available 24/7 who can be reached at (800) 273-8255.
- ◆ The Crisis Text Line (741741) has been put in place for those who prefer to communicate via written messages.
- ◆ The Los Angeles County Department of Human Resources Employee Assistance Program is another resource available to all employees, and appointments can be scheduled by calling (213) 738-4200.
- ◆ Primary care physicians, advice nurses, and crisis mental health assistants whose services are offered through insurance carriers can also serve as another resource.



COUNTY OF LOS ANGELES  
DEPARTMENT OF ANIMAL CARE AND CONTROL

# NATIONAL DISASTER

## PREPAREDNESS MONTH

TAKE SOME TIME TO LEARN LIFE-SAVING SKILLS AND TO PREPARE YOURSELF FOR A POTENTIAL DISASTER.

PET OWNERS ARE MUCH MORE LIKELY TO EVACUATE EARLY WHEN THEY:

- 1) ARE PREPARED
- 2) HAVE A PLAN
- 3) HAVE A KIT

HAVE A KIT AT HOME AND WORK. YOUR KIT SHOULD INCLUDE:

- PET FIRST-AID KIT
- SUPPLY OF FEED/WATER/MEDS
- PORTABLE RADIO WITH EXTRA BATTERIES
- BUCKETS OR BOWLS FOR FEED/WATER
- EMERGENCY CONTACT LIST/ID PHOTOS
- FLASHLIGHTS
- CELL PHONE WITH CHARGERS
- BLANKETS OR SHEETS
- CARRIERS
- LEASHES
- DISPOSABLE BAGS FOR CLEAN-UP
- SHOVEL
- DUCT TAPE
- WIRE CUTTERS

BE AWARE OF EMERGENCIES WE ARE PRONE TO IN SOUTHERN CALIFORNIA:

- 1) WILDFIRES
- 2) EARTHQUAKES
- 3) FLOODING, HURRICANES OR TSUNAMIS
- 4) MAN-MADE DISASTERS

WHAT ELSE CAN I DO TO PREPARE FOR AN EMERGENCY?

- PLAN AND FAMILIARIZE YOURSELF WITH MULTIPLE ESCAPE ROUTES
- GET TO KNOW YOUR NEIGHBORS IN CASE YOU ARE NOT HOME AND NEED THEIR HELP
- HAVE EASY ACCESS TO VET RECORDS IN CASE YOU NEED TO BOARD YOUR PET(S)
- MAKE SURE YOUR PETS ARE LICENSED AND MICROCHIPPED!

FOR MORE INFORMATION EMAIL: [ERT@ANIMALCARE.LACOUNTY.GOV](mailto:ERT@ANIMALCARE.LACOUNTY.GOV)  
OR VISIT OUR WEBSITE AT: [ANIMALCARE.LACOUNTY.GOV](http://ANIMALCARE.LACOUNTY.GOV)



LOS ANGELES COUNTY  
**ANIMAL CARE & CONTROL** | redefining CARE

# Retirees

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

## 45+ Years

**HEALTH SERVICES:** Keenan Sheedy  
**PUBLIC SOCIAL SERVICES:** Cathy L. Wheaton  
**SHERIFF:** Shelly R. Reddix

## 40+ Years

**HEALTH SERVICES:** Johnney Andrews, Rochelle E. Jeter, Albert Sepulveda  
**INTERNAL SERVICES:** Christina M. Carlos  
**PROBATION:** Animashaun Rahh  
**SHERIFF:** Xochitl M. Ramirez  
**SUPERIOR COURT:** Gisela Donat Robles

## 35+ Years

**AGRICULTURAL COMMISSIONER/WEIGHTS & MEASURES:** Lisa Ngo  
**CHILDREN & FAMILY SERVICES:** Diana L. Gil-Orellana  
**CHILD SUPPORT SERVICES:** Timothy H. Cha  
**FIRE:** Vincent Martinez, III  
**HEALTH SERVICES:** Dolores Duran, Kathleen S. Frink, Katie L. Legardye, Cynthia A. Shortridge  
**MENTAL HEALTH:** Christine T. Chu  
**PROBATION:** Diane Williams  
**PUBLIC HEALTH:** Hanh H. Nguyen  
**PUBLIC LIBRARY:** Kim L. Peters, Aurora B. Wheeler  
**PUBLIC SOCIAL SERVICES:** Leola S. Britt  
**SHERIFF:** Louie Barragan, Andrew P. Bedogne, Jose A. Luciano, Jr., Regina F. Mims, Elizabeth L. Perez  
**SUPERIOR COURT:** Conjetta Cella, Elaine M. Markulis

## 30+ Years

**ASSESSOR:** Joan L. Cameron, Caridad E. Robles  
**CHILDREN & FAMILY SERVICES:** Carlos E. Castillo, Deborah A. Dunlap, Yolanda F. Rodriguez, William J. Rosary, Jr., Edward M. Webb  
**DISTRICT ATTORNEY:** Tanya P. Newton, Kathy K. Imuta-Sproston  
**HEALTH SERVICES:** Da-Niel E. Fequiere, Jerilyn A. Lisoski, Silvia Medina, Evelyn J. Plum, Gloria D. Smith  
**HUMAN RESOURCES:** Gloria Hernandez  
**INTERNAL SERVICES:** Blanca E. Gutierrez, Cesar D. Llanes, Edward J. Sanchez  
**PUBLIC DEFENDER:** Carol L. Peterson  
**PUBLIC SOCIAL SERVICES:** Heng N. Chreng, Cherral A. Lewis, Elena R. Smith, Ricardo E. Torres  
**SHERIFF:** Daphne D. Bates, Michael J. Smith  
**SUPERIOR COURT:** Roxan Y. Diggs

**TREASURER & TAX COLLECTOR:** Rosalia V. Reyes

## 25+ Years

**CHILDREN & FAMILY SERVICES:** Jeffrey S. Ho, Rose Mary Rincon, Jerry Sterling  
**CHILD SUPPORT SERVICES:** Consuelo L. Medina  
**FIRE:** Bradley W. Yocum  
**HEALTH SERVICES:** Maria Luz D. Barrera, Ewa M. Bourke, Paul C. Chan, Marion D. Gill, Timothy W. Yip  
**MENTAL HEALTH:** Neil D. Remington, David Zippin  
**PROBATION:** Barbara L. Currie, Eugene A. Ellis, II, Craig A. Hunter, Glenn R. Williams  
**PUBLIC DEFENDER:** Stacy Griffith  
**PUBLIC HEALTH:** Brenda K. Brice, Timothy Duenas, Jozell T. Gallion-Robertson, Socorro Melendez  
**PUBLIC SOCIAL SERVICES:** Annie Ledbetter, Betty J. Miles, Linda D. Robinson, Ernesto E. Sumampong  
**SHERIFF:** Phyllis D. Manns, Martina Payne  
**SUPERIOR COURT:** Sandra L. Spencer

## Rideshare L.A. County *Department of Human Resources*

Would you like to work your regular work hours without having to drive in traffic? Maybe even have breakfast in your home and have a commute of about 20 seconds? Then **Telework** may be the solution for you. **Telework**, a management option program, is defined as working at home or a location closer to home that reduces the trip to work by 50 percent or more. By eliminating or reducing the commute to work, **Telework** helps improve the air by reducing harmful emissions from driving to work. Helping to improve the air also helps with the effort to reduce the number of deaths associated with pollution in Los Angeles County. For more information about **Telework**, contact your Employee Transportation Coordinator (ETC) or visit [www.rideshare.lacounty.gov](http://www.rideshare.lacounty.gov). Take Pride and Share the Ride.



# National Cyber Security Awareness Month

## “Our Shared Responsibility”



October is designated by the President of the United States as National Cyber Security Awareness Month (NCSAM). NCSAM is a nationwide effort to raise awareness and empower everyone online to protect their personal information by taking simple, actionable steps. The month’s theme – **“Our Shared Responsibility”** – emphasizes the role each individual plays in promoting a more trusted internet throughout October and beyond.

The County of Los Angeles, as in previous years, will champion and promote cyber security awareness throughout the month of October. There will be many *informative and educational events* put on by the Departmental Information Security Officers (DISOs) with *hands-on learning activities such as how to create and maintain strong passwords, how to secure your smartphones, and many other important topics*. Events will be held at various County facilities, including the Hall of Administration, MetroPlex, Alhambra, Norwalk Regional Library, to name a few.

Please contact your DISO for details on events and locations near you.

