



**REVISED  
SPECIAL BOARD OF DIRECTORS  
SAN LORENZO VALLEY WATER DISTRICT  
AGENDA  
February 28, 2018**

**MISSION STATEMENT:** Our Mission is to provide our customers and future generations with reliable, safe and high quality water at an equitable price; to create and maintain outstanding service and community relations; to manage and protect the environmental health of the aquifers and watersheds; and to ensure the fiscal vitality of the San Lorenzo Valley Water District.

Notice is hereby given that a special meeting of the Board of Directors of the San Lorenzo Valley Water District will be held on **Thursday, February 28, 2019 at 6:30 p.m.**, SLVWD Boardroom, 13057 Highway 9, Boulder Creek, CA.

1. Convene Meeting/Roll Call

3. New Business:

*Members of the public will be given the opportunity to address this scheduled item prior to Board deliberations. The President of the Board may establish a time limit for members of the public to address the Board on agenda items.*

- a. PROPOSED CENSURE OF DIRECTOR SMALLMAN FOR VIOLATION OF THE DISTRICT'S RESPECTFUL WORKPLACE POLICY  
Discussion and possible action by the Board to censure Director Smallman or take other appropriate action to uphold the District's commitment to sustaining a welcoming and inclusive public service environment.

4. Written Communication:

- o Email from A. Stadler
- o Email from R. Rubin

5. Adjournment

**Certification of Posting**

I hereby certify that on February 26, 2019 I posted a copy of the foregoing special agenda in the outside display case at the District Office, 13060 Highway 9, Boulder Creek, California, said time being at least 24 hours in advance of the meeting of the Board of Directors of the San Lorenzo Valley Water District (Government Code Section 54954.2).

Executed at Boulder Creek, California on February 26, 2019,

\_\_\_\_\_  
Holly B. Hossack  
District Secretary



**TO:** Board of Directors,  
San Lorenzo Valley Water District

**FROM:** Gina R. Nicholls, District Counsel

**DATE:** February 28, 2019

**RE:** Proposed Censure of Director Smallman for Violation of the District's  
Respectful Workplace Policy

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### **RECOMMENDATION**

Review this memorandum and the attached materials and consider whether to take the following proposed actions:

1. Adopt proposed Resolution No. 30 (18-19) to censure Director Smallman for violation of the District's Respectful Workplace Policy. The Resolution is Attachment A to this memorandum, and the Policy is Attachment B.
2. Adopt a motion expressing strong disapproval of Director Smallman's conduct.
3. Adopt a motion directing staff to schedule a training event for the Board of Directors and/or District Staff, which could be conducted in a community meeting format.

### **BACKGROUND**

On Saturday February 23, 2019, it was reported to District Staff that a Board Member had posted a comment on social media that promptly generated at least one complaint by a resident of the SLVWD community. A screenshot of the social media posting is Attachment C to this memorandum.<sup>1</sup> News media interviewed Director Smallman about his comment and subsequently reported on it as shown in Attachments D and E to this memorandum. Additional news articles may be forthcoming.

Board Members have proposed to censure Director Smallman and requested to schedule a special meeting to discuss the matter. Director Smallman informed the District that he will not be able to attend this meeting. He sent an email to the Board, certain Staff, and a member of the news media (Attachment F), which offers to attend a sensitivity training and to sign an agreement to resign if "any such, back and forth, hateful speech, occurs in the future."

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<sup>1</sup> The screenshot appears to have been taken within minutes after the posting occurred. Some information has been redacted to protect the privacy of individuals who are not affiliated with the District.

The Diversity Center of Santa Cruz County has been in contact with concerned members of the community and news media, and has reached out to District Staff and offered to provide training. Information from the Diversity Center's website about its training programs is shown on Attachment G to this memorandum.

Staff understands that a representative of the Diversity Center will be in attendance at the meeting to comment on this agenda item and to discuss the Center's training offerings. They requested to address the Board at the commencement of the meeting due to their timing constraints.

The District's Respectful Workplace Policy emphasizes the District's commitment to sustaining a public service environment free from discrimination and offensive or degrading remarks. It covers matters involving Board, Staff, volunteers and to some extent interactions with the public. The Policy was re-adopted for 2019 by a unanimous vote of the Board.

The Policy defines "discriminatory behavior" to include

"inappropriate remarks about or conduct related to a person's race, color, creed, religion, national origin, disability, sex, marital status, age, sexual orientation, or status with regard to public assistance."

The Policy calls for District Counsel to review and investigate complaints regarding Board Members and to make recommendations to the Board where appropriate. Director Smallman's comments on social media reasonably can be interpreted as discriminatory behavior that violates the Policy.

Censure is an inherent power of a legislative body that is exercised by passing a resolution reprimanding one of its members. Censure carries no fine or suspension of the rights of the member as an elected official. Censure should be reserved for serious violations of law or policy. It should never be used to sanction a member for the lawful exercise of First Amendment rights no matter how distasteful the expression.

The Board also has the power to express disapproval of a member's conduct less formally than by censure, for example by passing a motion approving a statement of strong disapproval.

The Board may take any appropriate action to uphold the District's commitment to sustaining a welcoming and inclusive environment in light of matters discussed in this memorandum, or no action.

ATTACHMENTS:

- A. Proposed Resolution No. 30 (18-19)
- B. 2019 Respectful Workplace Policy
- C. Screenshot of social media posting captured on 2/23/19
- D. Santa Cruz Sentinel article, "SLVWD Board Director Apologizes for Derogatory Post," dated 2/25/2019

- E. Santa Cruz Sentinel article, "Water Board Director Commits to Reform," dated 2/27/2017
- F. Email from Director Smallman, dated 2/26/2019
- G. Information from the Diversity Center about its training programs

FISCAL IMACT:

The cost of training is estimated at about \$300 per hour.

STRATEGIC PLAN:

N/A

## **Attachment A**

### **SAN LORENZO VALLEY WATER DISTRICT RESOLUTION NO. 30 (18-19) CENSURE OF DIRECTOR SMALLMAN FOR VIOLATIONS OF SAN LORENZO VALLEY WATER DISTRICT'S RESPECTFUL WORKPLACE POLICY**

WHEREAS, on December 13, 2018, the Board of Directors (Board) of the San Lorenzo Valley Water District (District) unanimously approved Resolution No. 20 (18-19), which re-adopts the District's Respectful Workplace Policy (Policy) for 2019, and affirms the District's commitment to creating and sustaining a professional and respectful work and public service environment free from violence, discrimination, and other offensive or degrading conduct; and

WHEREAS, the Policy defines "discriminatory behavior" to include inappropriate remarks about or conduct related to a person's race, color, creed, religion, national origin, disability, sex, marital status, age, sexual orientation, or status with regard to public assistance; and the Policy further explains that such behavior can cause a disruption in the workplace and may be unlawful in many instances; and

WHEREAS, on February 23, 2019, Director Smallman posted a comment to social media stating, "Good thing SLVWD is leading by example, and showing that anybody that uses this crap is both really stupid and lazy, and probably gay"; and in publicly attempting to explain this comment Director Smallman made references to "stupid . . . ranchers" and "rednecks"; and

WHEREAS, such comments constitute prohibited discriminatory behavior under the District's Policy and are totally at odds with the commitment of the Board and District to create and sustain a professional and respectful work and public service environment; and

WHEREAS, the Board has inherent authority to censure its members for serious violations of law or policy; and the Board may exercise this authority by a motion adopting a resolution approved by a majority of its members; and

WHEREAS, Director Smallman was given notice of these proceedings on February 26, 2019; and he responded with written comments that have been reviewed and considered by the Board.

NOW, THEREFORE, BE IT RESOLVED that the Board once again affirms its commitment to creating and sustaining a public service environment free from discrimination and other offensive or degrading conduct; and

BE IT FURTHER RESOLVED that the Board hereby censures Director Smallman for violations of the District's Respectful Workplace Policy and admonishes him to refrain from making further public comments that may be perceived as violations of the Policy and to endeavor to uphold, along with the entire Board, the highest ideals of government service.

.....

PASSED AND ADOPTED by the Board of Directors of the San Lorenzo Valley Water District,  
County of Santa Cruz, State of California, on the 28th day of February, 2019 by the following  
vote of the members thereof:

AYES:

NOES:

ABSTAIN:

ABSENT:

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Holly Morrison  
District Secretary  
San Lorenzo Valley Water District

Attachment B

SAN LORENZO VALLEY WATER  
DISTRICT RESOLUTION NO. 20 (18-19)

SUBJECT: RESPECTFUL WORKPLACE POLICY 2019

WHEREAS, San Lorenzo Valley Water District is committed to creating and sustaining a professional and respectful work and public service environment free from violence, discrimination, and other offensive or degrading conduct; and

WHEREAS, San Lorenzo Valley Water District desires a workplace which promotes and maintains an environment in which all members of the Board of Directors, employees and the public are treated with respect and dignity; and

WHEREAS, the Board of Directors of the San Lorenzo Valley Water District is charged with the responsibility of establishing policies to guide the District; and

WHEREAS, District Legal Counsel has reviewed the San Lorenzo Valley Water District Respectful Workplace Policy for 2019; and

WHEREAS, the Board of Directors of the San Lorenzo Valley Water District has reviewed and considered the San Lorenzo Valley Water District Respectful Workplace Policy for 2019;

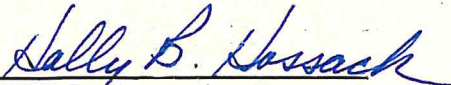
NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the San Lorenzo Valley Water District that the San Lorenzo Valley Water District Respectful Workplace Policy for 2019 is hereby adopted.

FURTHER BE IT RESOLVED that the San Lorenzo Valley Water District Respectful Workplace Policy shall be submitted annually to the District Counsel for review and to the Board of Directors for review and adoption in December for subsequent years.

\*\*\*\*\*

PASSED AND ADOPTED by the Board of Directors of the San Lorenzo Valley Water District, County of Santa Cruz, State of California, on the 13th day of December 2018, by the following vote of the members thereof:

AYES: Smallman, Bruce, Henry, Swan, Fultz  
NOES:  
ABSENT:  
ABSTAIN:

  
Holly B. Hossack  
District Secretary  
San Lorenzo Valley Water District



# SAN LORENZO VALLEY WATER DISTRICT RESPECTFUL WORKPLACE POLICY 2019

Adopted: December 13, 2018  
Resolution No. 20 (18-19)

## Purpose

The intent of this policy is to provide and establish general guidelines about conduct that is, and is not appropriate in the workplace. San Lorenzo Valley Water District is committed to creating and sustaining a professional and respectful work and public service environment free from violence, discrimination, and other offensive or degrading remarks or conduct. A workplace which promotes and maintains an environment in which all members of the Board of Directors, employees, and the public are treated with respect and dignity. The District acknowledges that this policy cannot possibly predict all situations that might arise. The District also recognizes that conflicts or disagreements may occur. The District expects these issues to be resolved in a manner that contributes to a healthy and productive workplace.

## Applicability

Maintaining a respectful work environment is a shared responsibility. This policy is applicable to District personnel including regular and temporary employees, volunteers, and Board of Directors.

## Abusive Customer Behavior

While the District has a strong commitment to customer service, the District does not expect that employees accept verbal abuse from any customer. An employee may request that a supervisor intervene when a customer is abusive, or they may defuse the situation themselves, including if necessary, ending the contact. If there is a concern over the possibility of physical violence, a supervisor should be contacted immediately. When extreme conditions dictate, 911 may be called. Employees should leave the area immediately when violence is imminent unless their duties require them to remain. Employees must notify their supervisor about the incident as soon as possible.

## Types of Disrespectful Behavior

The following types of behaviors cause a disruption in the workplace and are, in many instances, unlawful.

### *Violent Behavior:*

Violent behavior includes the use of physical force, harassment, or intimidation.

### *Discriminatory Behavior:*

Discriminatory behavior includes inappropriate remarks about or conduct related to a person's race, color, creed, religion, national origin, disability, sex, marital status, age, sexual orientation, or status with regard to public assistance.



*Disruptive and Disrespectful Behavior:*

Disruptive and disrespectful behavior is any conduct or behavior that disrupts civility and co-operation in the workplace and interferes with efficient and effective work flow. Disruptive behavior is any behavior in the form of hostile or unwanted conduct, verbal comments, actions or gestures that affect an employee's dignity and psychological or physical integrity. A single serious incident of such behavior that has a lasting harmful effect on an employee may also constitute disruptive and disrespectful behavior. Such behavior may include but is not limited to the following:

- Rudeness, angry outbursts, inappropriate humor, vulgar obscenities, name calling, disrespectful language, or any other behavior regarded as offensive to a reasonable person.
- Abuse of authority where an employee uses authority unreasonably to interfere with another's performance.
- Non-constructive criticism addressed in such a way as to intimidate or undermine confidence.

Disruptive and disrespectful behavior is a serious offense, however it must be distinguished from an employee's legitimate right to:

- Express opinions freely and to support positions whether or not they are in agreement with those of other employees.
- Engage in honest differences of opinion with respect to work related issues that are discussed in appropriate forums.
- Engage in good faith constructive criticism of others.
- Comply with supervisory responsibilities to address concerns regarding the performance or competence of employees.

It is not possible to anticipate in this policy every example of offensive behavior. Accordingly, employees are encouraged to discuss with their fellow employees and supervisor what is regarded as offensive, taking into account the sensibilities of employees and the possibility of public reaction. Although the standard for how employees treat each other and the general public will be the same throughout the District, there may be differences between work groups about what is appropriate in other circumstances unique to a work group. If an employee is unsure whether a particular behavior is appropriate, the employee should request clarification from their supervisor or the District Manager.

### *Sexual Harassment:*

Sexual harassment can consist of a wide range of unwanted and unwelcome sexually directed behavior such as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submitting to the conduct is made either explicitly or implicitly a term or condition of an individual's employment; or
- Submitting to or rejecting the conduct is used as the basis for an employment decision affecting an individual's employment; or
- Such conduct has the purpose or result of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Sexual harassment includes, but is not limited to, the following:

- Unwelcome or unwanted sexual advances. This means stalking, patting, pinching, brushing up against, hugging, cornering, kissing, fondling or any other similar physical contact considered unacceptable by another individual.
- Verbal or written abuse, kidding, or comments that are sexually-oriented and considered unacceptable by another individual. This includes comments about an individual's body or appearance where such comments go beyond mere courtesy, telling "dirty jokes" or any other tasteless, sexually oriented comments, innuendos or actions that offend others.
- Requests or demands for sexual favors. This includes subtle or obvious expectations, pressures, or requests for any type of sexual favor, along with an implied or specific promise of favorable treatment (or negative consequence) concerning one's current or future job.

### Employee Response to Disrespectful Workplace Behavior

Employees who believe that disrespectful behavior is occurring are encouraged to deal with the situation in one of the ways listed below. The District encourages the prompt identification and resolution of alleged disrespectful workplace behavior by all involved and affected persons through collaborative efforts, but recognizes that such resolution may be impractical. However, if the allegations involve violent behavior, sexual harassment, or discriminatory behavior, then the employee shall immediately contact their supervisor or the District Manager.

### Resolution Procedures

Step 1(a). Politely, but firmly, tell whoever is engaging in the disrespectful behavior how



you feel about their actions. Politely request the person to stop the behavior because you feel intimidated, offended, or uncomfortable. If practical, bring a witness with you for this discussion.

Step 1(b). If you fear adverse consequences could result from telling the offender or if the matter is not resolved by direct contact, go to your supervisor or District Manager. The person to whom you speak is responsible for documenting the issues and for giving you a status report on the matter no later than ten (10) business days after your report.

Step 1(c). In the case of violent behavior, all employees are required to report the incident immediately to their supervisor, District Manager or Santa Cruz County Sheriff's Department.

#### Supervisor's Response to Allegations of Disrespectful Workplace Behavior

Employees who have a complaint of disrespectful workplace behavior will be taken seriously. In the case of sexual harassment or discriminatory behavior, a supervisor must report the allegations within two (2) business days to the District Manager, who will determine whether an investigation is warranted. A supervisor must act upon such a report even if requested otherwise by the victim. In situations other than sexual harassment and discriminatory behavior, supervisors will use the following guidelines when an allegation is reported:

Step 1. If the nature of the allegations and the wishes of the victim warrant a simple intervention, the supervisor may choose to handle the matter informally. The supervisor may conduct a coaching session with the offender, explaining the impact of his/her actions and requiring that the conduct not reoccur. This approach is particularly appropriate when there is some ambiguity about whether the conduct was disrespectful.

Step 2. If a formal investigation is warranted, the individual alleging a violation of this policy will be interviewed to discuss the nature of the allegations. The person being interviewed may have someone of his/her own choosing present during the interview.

The investigator will obtain the following description of the incident, including date, time and place.

- Corroborating evidence.
- A list of witnesses.
- Identification of the offender.

Step 3. The supervisor must notify the District Manager about the allegations.

Step 4. As soon as practical after receiving the written or verbal complaint, the alleged policy violator will be informed of the allegations. The alleged violator will have the opportunity to answer questions and respond to the allegations.

Step 5. After adequate investigation and consultation with the appropriate personnel, a decision will be made regarding whether or not disciplinary action will be taken.

Step 6. The alleged violator and complainant will be advised of the findings and conclusions as soon as practicable.

### **Special Reporting Requirements**

When the supervisor is perceived to be the cause of a disrespectful workplace behavior incident, a report will be made directly to the District Manager who will assume the responsibility for investigation and discipline.

If the District Manager is perceived to be the cause of a disrespectful workplace behavior incident, a report will be made directly to the District Counsel who will confer with the Board of Directors regarding appropriate investigation and action.

If a Board Member is perceived to be the cause of a disrespectful workplace behavior incident involving District personnel, the report will be made directly to the District Manager and referred to the District Counsel who will undertake the necessary investigation. The District Counsel will report his/her findings to the Board of Directors, which will take the action it deems appropriate.

Pending completion of the investigation, the District Manager may at his/her discretion take appropriate action to protect the alleged victim, other employees, or citizens.

### **Confidentiality**

A person reporting or witnessing a violation of this policy cannot be guaranteed anonymity. The person's name and statements may have to be provided to the alleged offender. All complaints and investigative materials will be contained in a file separate from the involved employees' personnel files. If disciplinary action does result from the investigation, the results of the disciplinary action will then become a part of the employee(s) personnel file(s).

### **Retaliation**

Consistent with the terms of applicable statutes and District personnel policies the District may discipline any individual who retaliates against any person who reports alleged violations of this policy. The District may also discipline any individual who retaliates against any participant in an investigation, proceeding or hearing relating to the report of alleged violations. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment.

*- END OF POLICY -*



## General

Tap here to turn off notifications for this post

Attachment C



I can remember standing in front of shelves of gallons of Roundup at Ace. Must have at least 20 gallons. I wondered to myself if people are so concerned about the stuff who is buying all of it?? Certainly a business wouldn't stock something no one was buying? Do we have closet Roundup buyers??



Thanked!

😊 1



**Bill Smallman**



Lompico Canyon · Just now  
Good thing SLVWD is leading by example, and showing that anybody that uses this crap is both really stupid and lazy, and probably gay.



Thank





NEWS &gt; GOVERNMENT &amp; POLITICS

## San Lorenzo Valley water board director apologizes for derogatory post

Bill Smallman criticized for calling pesticide users 'probably gay'



San Lorenzo Valley Water District board member Bill Smallman listens as his peers discuss potentially taking legal action against him for closed session disclosures he made in 2017. (Jessica A. York — Santa Cruz Sentinel file)

By **NICHOLAS IBARRA** | [nibarra@santacruzsentinel.com](mailto:nibarra@santacruzsentinel.com) | Santa Cruz Sentinel

PUBLISHED: February 25, 2019 at 5:31 pm | UPDATED: February 25, 2019 at 5:31 pm



SAN LORENZO VALLEY — Bill Smallman, an elected director of the San Lorenzo Valley Water District board, apologized Monday for calling users of an herbicide “probably gay.”

Responding to a post about glyphosate herbicides on online platform Nextdoor, Smallman wrote Saturday that a recent water district ban on that class of product is “leading by example, showing that anyone who uses this crap is both really stupid and lazy, and probably gay.”

The San Lorenzo Valley Water District serves about 8,000 customers in the Santa Cruz Mountain towns of Felton, Boulder Creek, and Ben Lomond and surrounding areas under the oversight of its five-member elected board.

After commenters quickly called out Smallman’s post as homophobic, he responded again: “Whoops, sorry, But (sic.) I shall repeat this is a useless product we all need to ban. Yes, I hate anyone who uses it and that hate speech was not intended for anyone else.”

Criticism has mounted after screenshots of Smallman’s post spread on social media this weekend.

District board member Margaret Bruce condemned Smallman’s comments as “homophobic slurs” in a Facebook post Sunday and called on the remaining board members to do the same.

Board president Lois Henry could not be reached for comment as of press time.

A resident of Lompico, Smallman, 59, was first elected to the board in 2016. He is up for reelection in 2020.

Reached by the Sentinel Monday, Smallman apologized for the comment and said he understood why it provoked a backlash.

“I’m really sorry,” Smallman said. “I could see why that was offensive to the gay community. I wasn’t meaning to be offensive to the gay community, I was poking fun because a lot of people that buy glyphosate are ranchers so I was poking fun — I just made a mistake and I know some people got offended by that.”

Smallman said his comment was driven by his staunch opposition to the use of glyphosate, an ingredient in Roundup that was added to California’s list of cancer-causing chemicals in 2017. The water board voted to ban the use of glyphosate by district personnel in January.

Bruce, the lone dissenting vote against the glyphosate ban, said the context is irrelevant.

“It doesn’t matter what the issue is,” she said. “It’s never right to use slurs and denigrate your constituents. Why would you do that for any reason?”

Asked why he believed his comment would be a jab at ranchers, in particular, Smallman had this to say: “If they took me literally then they might say, ‘I better not use this stuff because it might turn me, you know’ — it might make them gay or whatever, and they might take that seriously because that’s how stupid some of them are.”

Smallman denied he harbors any homophobia and said his comment should not impact his position on the board.

“It really doesn’t (impact my position) because it was just not directed toward the public really, it was just directed toward the ranchers and rednecks that use glyphosate and that’s it,” he said. “Like I said, I’m not homophobic and it doesn’t change anything that I’m doing on the board.”

Smallman said he hasn’t communicated with any fellow board members about the post, but he said he personally apologized to a friend, who he said is gay, who reached out to him.

“There’s a lot of people that are on (social media) that are against me anyway, so they’re sort of making a big deal about it,” Smallman said. “I’m not belittling what I did, but I don’t think it has any bearing on what I’m going to do on the water district. I’m probably the clearest person on the board that says exactly my position and my reason why and exactly what I’m doing. We’re worried about water, but not the bigger topics of racism and homophobia.”

Smallman acknowledged, however, that his position as an elected official is relevant to his public comments. “I get it that I’m in a public office and I shouldn’t — again I made a mistake, and I apologize and I won’t do it again,” he said.

In a statement, Executive Director of the Santa Cruz County Diversity Center Sharon Papo said homophobic comments made by those in elected leadership positions are especially troubling because they can set a broader tone.

“I am disturbed to hear anyone, and especially someone who is in public leadership, using the word ‘gay’ as an insult,” Papo said. “I hope that the San Lorenzo Valley Water District will get some training on LGBTQ+ sensitivity for their board of directors and employees.”

Smallman [captured headlines last year](#) when his colleagues on the water district board considered suing him, accusing him of repeatedly leaking information from closed sessions. Smallman said at the time he was acting as a whistleblower for the sake of public transparency. Grand juries, in 2014 and 2018, have [called on the district](#) to improve its budget transparency.

The San Lorenzo Valley water board’s next meeting is scheduled 5:30 p.m. March 7, at the district Operations Building, 13057 Hwy 9, in Boulder Creek.

## Water board director commits to reform online behavior

### SAN LORENZO VALLEY

### Attachment E

**By Nicholas Ibarra**

*nibarra@santacruzsentinel.com*  
*@nickmibarra on Twitter*

#### **SANLORENZOVALLEY>>**

Criticized for a homophobic online post, San Lorenzo Valley water board director Bill Smallman committed to resign from his elected position if he uses "hateful speech" again on social media and said he is willing to undergo diversity training.

In an email to his colleagues on the water board Tuesday, Smallman said he is "addicted" to arguing on social media and offered another apology for an online post in which he called those who use glyphosate pesticides "really stupid and lazy, and probably gay."

The post was criticized as homophobic by fellow water board director Margaret Bruce and Sharon Papo, director of the nonprofit Santa Cruz County Diversity Center, as well as a number of San Lorenzo Valley residents.

Smallman apologized for his derogatory language in an interview Monday, and reiterated his apology in the Tuesday email, in which he made his offer to reform his online behavior or leave the board.

"It was very childish, and not acceptable for an elected official," Smallman wrote to the board. "I (sic) no longer going to debate anyone on social media. I've said this to people before, but then I thought it made a difference. I will continue to make one-sided comments on social media, but will be my opinion alone. I will agree to resign if any such, back and forth, hateful speech, occurs in the future. I would be willing to sign an agreement to that effect." He added that believes he has "an extremely beneficial viewpoint to contribute" to the board and wishes to continue the remainder of his term.

A resident of Lompico, Smallman, 59, was elected to the water board in 2016 and is up for reelection in 2020. The water district serves about 8,000 customers in the Santa Cruz Mountains.

Smallman sent his emailed statement shortly after the board called a special meeting Thursday to consider censuring Smallman for violating the water district's respectful workplace policy. A censure is a public condemnation of an official's conduct.

Smallman said he is unable to attend the meeting due to a conflict with a job interview in Santa Rosa, prompting his emailed statement.

It wasn't clear whether the move to censure Smallman came as a result of his recent post or a larger pattern of combative social media use. Board president Lois Henry, who called the meeting,

did not respond to requests for comment this week.

By his own admission, Smallman has a long track record of heated online rhetoric dating back prior to his election to the water board in 2016.

And this weekend's barb wasn't the first time he's referenced the gay community in particular.

In May of 2016, Smallman responded to a Sentinel column lauding Hillary Clinton and the 2016 Democratic Convention. "For a minute I



**Smallman**

thought I was reading the column of a gay interior decorator of his work done in a mansion,” he wrote.

On Saturday, Smallman commented that “Racism is dead in America and it is only alive by giving people like this a voice,” in response to a column about civil rights activist and UC Santa Cruz professor Angela Davis.

And he continued to blast glyphosate users Sunday on Nextdoor, writing, “you rednecks who use glyphosate, stick your Round up containers, u know where!”

Smallman acknowledged that at times he has gone overboard with his passion for online debate.

“I think when I first started (posting) I was really bad but sometimes I still slip up,” he said Tuesday. “I think I’m really learning my lesson on this one. People have complained about it before, but it’s important for me to try to get the discussion out there on issues and move it forward. But I really need to learn.”

**Nicholls, Gina R.**

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**From:** Bill Smallman <bill@billsmallman.com>  
**Sent:** Tuesday, February 26, 2019 3:06 PM  
**To:** Rick Rogers; Bob Fultz; Lois Henry (lannhenry@comcast.net); Stephen Swan (stswan@stswan@cisco.com); Margaret Bruce; Nick Ibarra  
**Cc:** Nicholls, Gina R.; Holly Hossack  
**Subject:** RE: Special Board of Directors Meeting Feb 28,2019

Dear Board and Members of the Public,

I am so sorry to inform you that I am addicted to debating on social media. If you saw all of the hateful posting against myself in, back and forth, debating, such as on, "Next-door", you can understand why it would be easy to get angry, and say hateful words to defend a position. In retrospect, none of these debates were productive, as I thought it would help me develop the best ideas to move the District into a positive direction. I was wrong.

I am not homophobic, but would be more than happy to attend, a "sensitivity training" however so I never use these words. It was very childish, and not acceptable for an elected official. I no longer going to debate anyone on social media. I've said this to people before, but then I thought it made a difference. I will continue to make one-sided comments on social media, but will be my opinion alone. I will agree to resign if any such, back and forth, hateful speech, occurs in the future. I would be willing to sign an agreement to that effect.

I believe I have an extremely beneficial viewpoint to contribute, and wish to continue the remainder of my term.

Please accept my apology,

Sincerely,

Bill Smallman.

On February 26, 2019 at 11:49 AM Rick Rogers <[rrogers@slvwd.com](mailto:rrogers@slvwd.com)> wrote:

Members of the Board, The proposed start time for the Special Meeting is 6:30 PM.

Rick

From: Rick Rogers  
Sent: Tuesday, February 26, 2019 11:42 AM  
To: Bob Fultz; Lois Henry ( [lannhenry@comcast.net](mailto:lannhenry@comcast.net)); Stephen Swan (stswan) ( [stswan@cisco.com](mailto:stswan@cisco.com)); [bill@billsmallman.com](mailto:bill@billsmallman.com); Margaret Bruce  
Cc: '[gnicholls@nossaman.com](mailto:gnicholls@nossaman.com)'; Holly Hossack  
Subject: Special Board of Directors Meeting Feb 28,2019

Members of the Board,

I am writing to see if you are available to attend a Special Board of Directors meeting, this Thursday February 28, 2019, at the Districts Operations Building. Please respond ASAP.

Rick

Rick Rogers  
District Manager  
San Lorenzo Valley Water District  
13060 Highway 9  
Boulder Creek CA 95006

Office 831-430-4624  
Fax 831-338-8002  
e-mail [rrogers@slvwd.com](mailto:rrogers@slvwd.com)<mailto: [rrogers@slvwd.com](mailto:rrogers@slvwd.com)>



Attachment G

## Gender & Sexuality Diversity Trainings For Your Organization Or Business



Training Fees: Cost of training covers initial consultation, training customization, prep time, travel, set-up, staff support, delivery, and

### OUTCOMES:

- Understand the spectrum of gender and sexuality, key terminology, and inclusive language
- Increase awareness of specific issues, myths, and barriers for LGBTQ+

debriefing. Contact us to receive a quote for your training. We offer a reduced fee for local non-profit organizations. Bilingual trainings are available upon request.

Customized trainings - to meet your specific needs

1 Hour - Key Concepts & Language

2 Hours - includes Best Practices or a Triangle Speakers Panel

3 Hours - covers all topics listed above.

*“Muy importante saber del programa y saber cómo ayudar a nuestros hijos”*

— Foster Parent

*“Awesome, dynamic, informative and engaging!”*

— Social Service Provider

**people in your community and workplace**

● **Practical actions to embrace and celebrate diversity**

**FILL OUT [CONTACT FORM HERE](#) AND OUR STAFF WILL FOLLOW UP WITH YOU**



*“It was all really good. Made it very easy to understand. I found*

*“Was blown away by organization, flow, relevance, sparkle, and also*

*“The best diversity training I’ve been to yet!”*

*“You made this very comfortable. Loved the info and the way it*

<i>the</i>	<i>so</i>	— Youth Advocate	<i>was</i>
<i>whole</i>	<i>present</i>		<i>presented.”</i>
<i>presentation</i>	<i>in the</i>		
<i>to be</i>	<i>room.</i>		— Dance Instructor
<i>excellent.</i>	<i>This</i>		
<i>Interactive</i>	<i>training</i>		
<i>sessions</i>	<i>was</i>		
<i>and</i>	<i>brilliant.”</i>		
<i>videos</i>		— Health Care Provider	
<i>were</i>			
<i>great!”</i>			
— Foster Parent			

## Organizations We Have Trained Include:

- Yahoo!
- Dominican Hospital
- Triple P Parenting Program of First 5 Santa Cruz County
- Haven of Hope Foster Care Group Home
- Homeless Persons Health Project
- New Families Foster Family Agency
- California Conservation Corps
- Monarch Services
- Sutter Maternity and Surgery
- Homeless Services Center
- Lotus Collaborative
- Calvary Episcopal Church
- Motion Pacific
- Pacific Edge Climbing Gym
- Walnut Avenue Family and Women’s Center
- Santa Cruz Sheriff’s Department - Correctional Officers
- County Clinics
- Palo Alto Medical Foundation (PAMF) -

## FIND OUT MORE

For more information please call 831-425-5422 x123 or email  
[training@diversitycenter.org](mailto:training@diversitycenter.org)

Request Information about Diversity Training

Sign up for our eNewsletter

Welcome to the Diversity Center!      Calendar

**The Diversity  
Center of Santa  
Cruz**

**Physical Address**  
1117 Soquel  
Ave. Santa Cruz,  
CA 95062

**Mailing Address**  
P.O. Box  
8280 Santa Cruz,  
CA 95061

**email**  
[info@diversitycenter.org](mailto:info@diversitycenter.org)

**phone**  
+1 (831) 425-5422

### HOURS

**Monday, Tuesday,  
Thursday, Friday:**

9am - 6:00pm

**Wednesday: 1pm**

- 6pm

**Saturday,**

**Sunday:**

Closed, except for  
scheduled  
programming

FOLLOW US ON **facebook**



## Holly Hossack

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**From:** Stephanie Hill  
**Sent:** Wednesday, February 27, 2019 6:59 AM  
**To:** Ann  
**Cc:** Rick Rogers; Holly Hossack  
**Subject:** RE: Bill Smallman

Hello Ann,

Thank you for your input, I have forwarded on to the District Secretary and District Manager.

Best regards,

Stephanie Hill  
Director of Finance & Business Services  
831-430-4620  
SHill@slvwd.com  
www.slvwd.com

-----Original Message-----

From: Ann [mailto:~~ann.stadler@slvwd.com~~]  
Sent: Wednesday, February 27, 2019 12:25 AM  
To: Customer Service <CustomerService@slvwd.com>  
Subject: Bill Smallman

I hate to say, but Bill Smallman should lose his job for his comment regarding herbicide and users of it being "stupid, lazy, and probably gay". He is an elected official and should not be allowed to continue as an elected official as he obviously has bigoted attitudes towards a percentage of the population which he has been "serving".

Sincerely,

Ann Stadler

Sent from my iPad

## Holly Hossack

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**From:** Becca Rubin <~~becca@slvwd.com~~>  
**Sent:** Wednesday, February 27, 2019 2:27 PM  
**To:** Board of Directors  
**Subject:** Director Smallman Should Resign

Dear SLVWD Board of Directors,

As a rate payer and citizen of the San Lorenzo Valley for over 20 years I am horrified at Director Smallman's homophobic slurs on NextDoor. There is NO place on this board or in my community for a bigot. His apology was disgraceful and he basically said "sorry, not sorry." Time for you to go Director Smallman!

Sincerely,  
Rebecca Rubin  
Cooper Street  
Felton, Ca