

To: Steven S. Cliff, Ph.D. Executive Officer  
From: Legal Office  
Date: January 31, 2024  
Subject: Investigation Report Summary related to June 2, 2023, EJAC meeting

## **I. Relevant Background Information:**

On June 2, 2023, Environmental Justice Advisory Committee (EJAC) Co-Chair Kevin Jefferson experienced a negative incident with the California Environmental Protection Agency (CalEPA) contracted building security Allied Universal Security Services (Allied Universal). Mr. Jefferson alleged discrimination based on race by security staff.

Specifically, following an exchange with the Allied Universal security team, Mr. Jefferson asserted the security team threatened to contact and did contact law enforcement when he required assistance finding his meeting room. Mr. Jefferson shared this experience at the start of the public June 2, 2023, EJAC meeting. Mr. Jefferson made a motion, unanimously approved by the EJAC members in attendance, requesting that the California Air Resources Board (CARB) investigate and report to the EJAC on that process and how it will address the incident.

CARB maintains offices in the CalEPA Building located at 1001 I Street, Sacramento CA and uses meeting rooms in the building as needed. At that time, CalEPA contracted with 1001 Property Management to manage the CalEPA building. Allied Universal contracts with CalEPA and 1001 Property Management to provide security at the CalEPA Building. In the fall of 2023, the State of California Department of General Services started to take over the management of the building located at 1001 I Street. Effective January 1, 2024, the private management company is no longer under contract with CalEPA, and Allied Universal was replaced with another private security company.

## **II. Investigation Process:**

Immediately after the June 2<sup>nd</sup> EJAC public meeting, CalEPA contracted with the investigation arm of the Shaw Law Group, P.C. to investigate the June 2, 2023, incident. On November 16, 2023, a Confidential Investigation Report was provided to CalEPA. The investigation focused on allegations Mr. Jefferson made during the June 2, 2023, EJAC meeting and in subsequent conversations with him. Interviews were conducted and records were reviewed. The Investigator exercised discretion in conducting the investigation, CalEPA did not attempt to influence or direct the outcome of the investigation but arranged for witnesses to be made available and records to be provided, including records maintained by the California Highway Patrol who provides backup security to downtown

Sacramento state office buildings, including the CalEPA 1001 I Street headquarters building.

During the investigation, the Investigator interviewed three security team members from Allied Universal, two EJAC members, three CARB staff, and two maintenance/custodial staff under contract with the private management company at that time who were working in the lobby of the CalEPA building. The Investigator advised the witnesses about the confidential nature of the investigation, the expectation that they truthfully respond to all questions, and CalEPA's "no-retaliation" policy.<sup>1</sup> Each witness had the opportunity to provide documents and other evidence relevant to the allegations. All documents provided were reviewed by the Investigator; the Investigator requested supplemental documents from various sources. The Investigator also visited the CalEPA Headquarters Building at 1001 I Street, Sacramento, California 95814 (CalEPA Building).

The Investigator reviewed video footage provided by 1001 Property Management, showing the Security Console of the CalEPA Building on June 2, 2023. The view is from above, and shows the Security Console area in the lobby, the door to the security area's back office which is behind and to the left of the Security Console (from a visitor's perspective), and a partial view of the lobby. The video footage was 7:42 minutes long with no time stamp on the video. Based on the clock on the wall behind the Security Console, the video starts at approximately 10:55 am. The footage does not have audio. The Investigator requested video footage of the exterior of the CalEPA building for June 2, 2023, between 9:30 and 10:30 am. However, the end of the requested time frame was missing as the cameras were cut off due to server work. The available video footage of the exterior of the building did not show Mr. Jefferson. Mr. Jefferson and some of the interviewed witnesses can be seen in the interior lobby video provided. The investigator reviewed the records from the California Highway Patrol revealing calls from Allied Universal to their dispatcher for June 2, 2023, as well as calls dated 16 months before the incident and the 4 months after.

### **III. Future Action:**

Since June 2, 2023, CalEPA and CARB are actively taking steps to prevent discriminatory actions and ensure staff and visitors feel safe, welcome, and respected upon engaging with CARB. CalEPA is committed to providing de-escalation training to all security personnel who work in our building.

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<sup>1</sup> "CalEPA's Civil Rights Policy and Discrimination Complaint Process."  
<https://calepa.ca.gov/civil-rights-policy-and-discrimination-complaintprocess/#:~:text=Retaliation%20Prohibited%20CalEPA%20will%20not%20tolerate%20retaliation%20against,CalEPA%20following%20the%20procedures%20outlined%20in%20CalEPA%E2%80%99s%20policy.>