



## Assembly Committee on Rules

COMMITTEE CHAIR  
BLANCA PACHECO

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CHIEF ADMINISTRATIVE OFFICER  
LIA LOPEZ

August 6, 2025

Cynthia Moreno  
[REDACTED]

### RE: Workplace Conduct Unit Findings

Dear Cynthia Moreno:

The California State Assembly ("Assembly") is committed to providing a safe and professional workplace for legislators, staff, and the public. The California Legislature adopted the Legislature's Policy on Appropriate Workplace Conduct ("Legislature's Policy") seeking to create a workplace culture of respect, civility, and diversity. In conjunction with that Policy and in an effort to improve our workplace culture, the California Legislature established the Workplace Conduct Unit ("WCU") within the Office of Legislative Counsel to review many types of complaints.

This letter is to notify you that the WCU concluded its investigation of allegations that you repeatedly made inappropriate comments of a sexual nature [REDACTED] to various employees [REDACTED]  
[REDACTED]

The investigator was given access to all requested witnesses and documents. A confidential report was presented to the Workplace Conduct Unit Panel ("Panel"). Please note that you are not entitled to a copy of the confidential report and it is subject to the attorney-client privilege.

After considering all of the allegations and facts and based upon a preponderance of the evidence, the Panel substantiated that you made inappropriate comments of a sexual nature [REDACTED]  
[REDACTED] Based on these findings, I have determined that your conduct violated the Legislature's Policy on Appropriate Workplace Conduct and Section VI, Subsection 7 of the Assembly's Personnel Policy Manual. Such conduct is detrimental to the professional environment of the Assembly, its reputation, and its employees, and cannot, and will not, be tolerated by the Assembly.



Given the serious nature of your repeated conduct in violation of the Legislature's Policy and the Assembly's Personnel Policy Manual, your lack of candor during the investigation, the high-visibility position you hold as a member of the Speaker's Office, [REDACTED]

[REDACTED] the Assembly has decided to terminate your at-will employment, effective immediately.

As part of the Assembly's commitment to a safe and professional workplace, I remind you, and will remind others who participated in the WCU investigation, that the Assembly and the law prohibit retaliation against complainants and anyone participating in an investigation.

Sincerely,

[REDACTED]  
LIA LOPEZ  
Chief Administrative Officer

Cc: Personnel File  
Elizabeth Foster, Human Resources Director, Assembly Rules Committee