

Sorry I missed the deadline. Your email went to the spam file so I did not see it and I had a bad case of Covid most of July and then I focused on being ready for the start of school which was Aug 13. When it was pointed out I missed the deadline and the date of the email, I went looking in my spam folder and found the instructions.

Grand Jury Response

Finding 1a: The working relationships among Councilmembers and the Mayor are broken.

Agree only in part. Democracy is about debate, disagreements and compromise. Council members can disagree without being disagreeable. The majority of the council focuses on issues and tries to discuss them. Council member Watanabe will not even acknowledge the presence of other council members even when greeted politely. Mayor Gillmor will often lash out at different council members from the dais and accuse them of various nefarious deeds without proof and then cut off all council discussion. This leads to council members feeling attacked and unable to defend themselves. I have watched Lisa Gillmor's behavior since 1992 and also been the recipient of her accusations.

Finding 1b Some Councilmembers do not adhere to the City's adopted ethical and behavioral standards while conducting City business on the dais.

Disagree. My experience is council members weigh the facts and vote their conscience. The lack of ethics claims are subjective and only reflect a difference of opinion.

Find 1c Council members Becker and Park air petty grievances and engage in squabbles with other elected officials and constituents from the dais.

Agree only in part. ALL council members have disagreed with each other on some issue and aired grievances. To single out only two council members is inequitable. We can disagree but choose not to be disagreeable. Council members should only argue issues and leave personal differences aside. This is difficult when disparaging remarks are made and the target of those remarks is made to feel powerless to respond.

Finding 5

Councilmembers Becker and Park have engaged in unethical behavior on the dais by insulting, humiliating, and intimidating constituents and volunteers. Councilmembers Becker and Hardy explicitly encourage this behavior by laughing, snickering, or eye-rolling. Councilmembers Becker, Park, Hardy, Jain and Chahal implicitly encourage these behaviors by failing to call out inappropriate conduct.

Disagree. Once again this finding is just an opinion. There are many constituents and volunteers who have a different opinion. Council members are supposed to endure wild accusations and outright lies from members of the public. This is frustrating and exhausting. Everyone is free to express themselves as they choose, even council members. Sometimes

this is with humor and sometimes with facial expressions. There is nothing illegal or wrong with such and one should not make assumptions about someone else's actions or intent. Also I am only responsible for my own reactions, not other people's. We should treat each other with respect, and it is not my job to "police" others.

Actions

Recommendation 1e. Councilmember Hardy should attend one-on-one conflict resolution training to learn to work more effectively for the good of the City. This recommendation should be implemented by October 1, 2024.

(4) The recommendations will not be implemented because it is not warranted or is not reasonable, with an explanation thereof.

This recommendation is an effort to paint the majority of the council with a negative brush. I am not the cause of any conflict and I work well with others. My decisions and votes are independently derived with an intent to benefit the city both in the short term and long term.

Recommendations 5c. Councilmember Hardy should pledge to train with an ethics expert from an established outside entity that specializes in government ethics. This recommendation should be implemented by October 1, 2024.

(4) The recommendations will not be implemented because it is not warranted or is not reasonable, with an explanation thereof.

The recommendation is unwarranted. I, along with the majority of the city council, took the recent ethics training led by our excellent City Attorney. I also took the ethics training offered by the city for candidates led by Dr. Tom Shanks.

Respectably submitted August 25, 2025

Karen Hardy

City of Santa Clara Council Member District 3