

California workers are also:

- ◇ Guaranteed leaves if disabled because of pregnancy
- ◇ Guaranteed reasonable accommodation for pregnancy
- ◇ Guaranteed leaves for the birth or adoption of a child, for an employee's serious health condition or to care for a parent, spouse or child with a serious health condition
- ◇ Protected from harassment because of their sex, race or any other category covered under the law
- ◇ Protected from retaliation for filing a complaint with the Department or for protesting possible violations of the law

California workers with disabilities are also entitled to reasonable accommodation when necessary in order to perform the job.

Discrimination in Housing

Laws enforced by the Department prohibit discrimination in the renting, leasing and selling of housing based on:

- ◇ Race
- ◇ Ancestry
- ◇ Sex
- ◇ National Origin
- ◇ Color
- ◇ Religion
- ◇ Sexual Orientation
- ◇ Marital Status
- ◇ Familial Status (Families with minor children)
- ◇ Disability (including HIV/AIDS diagnosis)
- ◇ Source of Income

Discrimination is prohibited in all aspects of the housing business including:

- ◇ Advertisements
- ◇ Mortgage lending and insurance
- ◇ Application and selection processes
- ◇ Terms, conditions and privileges of occupancy, including freedom from harassment
- ◇ Public and private land use practices including the existence of restrictive covenants

Persons with disabilities are entitled to reasonable accommodation in rules, policies, practices and services and are also permitted, at their own expense, to modify their dwelling to ensure full enjoyment of the premises.

As in employment discrimination law, persons are protected from retaliation for filing complaints.

Discrimination in Accommodations and Services

Discrimination in public services and accommodations is prohibited. The law requires "full and equal accommodations, advantages, facilities, privileges or services in ALL business establishments." This includes:

- ◇ Hotels and Motels
- ◇ Non-Profit Organizations
- ◇ Restaurants
- ◇ Theaters
- ◇ Hospitals
- ◇ Barber and Beauty Shops
- ◇ Housing Accommodations
- ◇ Local Government and Public Agencies
- ◇ Retail Establishments

Hate Violence

It is against the law for any person to threaten or commit acts of violence against a person or property based on race, color, religion, ancestry, national origin, age, disability, sex, sexual orientation, political affiliation or position in a labor dispute.

What the Department Does

The Department of Fair Employment and Housing enforces these laws by:

1. Investigating harassment, discrimination and denial of leave complaints;
2. Assisting involved parties to voluntarily resolve complaints;
3. Pursuing violations of the law to public hearing or filing a lawsuit; and

4. Educating Californians about the laws prohibiting harassment and discrimination.

Anyone who believes he/she is a victim of illegal discrimination can file a complaint with the Department. A person wishing to file a complaint should:

- ◇ Be prepared to present specific facts about the alleged harassment, discrimination or denial of leave;
- ◇ Provide copies of documents that substantiate the charges in the complaint; and
- ◇ Keep records and documents about the complaint, such as paycheck stubs, rent receipts, membership applications, etc.

The Department's staff will conduct an impartial investigation. The Department is not an advocate for either the person complaining or the person complained against. The Department represents the State. The Department will, where possible, try to assist the parties to resolve the complaint.

If a voluntary settlement cannot be reached and there is evidence that indicates a violation of the law, the Department may issue an accusation and litigate the case before the Fair Employment and Housing Commission or in civil court. If the Commission or a court decides in favor of the complaining party, remedies can be ordered such as:

- ◇ The job or the housing denied to the complainant.
- ◇ Back pay or promotion or compensation for moving and relocation.
- ◇ Compensatory damages, including emotional distress damages and/or administrative fines.

The Department also educates the people of California regarding their rights and responsibilities under the law by providing written materials and participating in seminars and conferences.



State of California
Department of Fair Employment & Housing
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DISCRIMINATION IS AGAINST THE LAW

The Department of Fair Employment and Housing enforces the California state laws which prohibit harassment and discrimination in employment, housing and public accommodations and which provide for pregnancy leave and family and personal medical leave. It also accepts and investigates complaints alleging violations of the *Ralph Civil Rights Act*, which prohibits hate violence or threats of hate violence.

Discrimination in Employment

Harassment and discrimination in employment is prohibited because of:

- ◇ Race
- ◇ Ancestry
- ◇ National Origin
- ◇ Color
- ◇ Sex
- ◇ Sexual Orientation
- ◇ Religion
- ◇ Disability (including HIV/AIDS diagnosis)
- ◇ Marital Status
- ◇ Age (40 and over)
- ◇ Medical Condition (cancer and genetic characteristics)
- ◇ Refusal of Family Care Leave
- ◇ Refusal of Leave for an Employee's Serious Health Condition
- ◇ Denial of Pregnancy Disability Leave
- ◇ Retaliation for Reporting Patient Abuse in Tax Supported Institutions

Discrimination is prohibited in all employment practices including:

- ◇ Advertisements
- ◇ Applications and interviews
- ◇ Hiring, transferring, promoting or leaving a job
- ◇ Working conditions

**For more information,
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www.dfeh.ca.gov**