

HATE VIOLENCE:

The mission of the Department of Fair Employment and Housing is to protect the people of California from unlawful discrimination in employment, housing and public accommodations, and from the perpetration of acts of hate violence and human trafficking.

DISCRIMINATION IS AGAINST THE LAW CIVIL RIGHTS IN CALIFORNIA



Under the Ralph Civil Rights Act, 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, marital status, medical condition, genetic information, disability, sex/gender, gender identity, gender expression, sexual orientation, political affiliation, or position in a labor dispute.

IF YOU BELIEVE YOU ARE VICTIM OF ILLEGAL DISCRIMINATION, HATE VIOLENCE, OR HUMAN TRAFFICKING, YOU CAN FILE A COMPLAINT WITH THE DEPARTMENT.

To File a Pre-Complaint Inquiry you may select one of the following methods:

- ⇒ Use the Department's online system at <http://www.dfeh.ca.gov>
- ⇒ Call the Communication Center at **800-884-1684** (voice or via relay operator 711) or 800-700-2320 (TTY) or by e-mail to contact.center@dfeh.ca.gov
- ⇒ Use the Pre-Complaint Inquiry form that matches your issue, complete and return it via U.S. mail to any of DFEH's office locations (www.dfeh.ca.gov/offices.htm)
- ⇒ E-mail the Pre-Complaint Inquiry form: contact.center@dfeh.ca.gov

FOR MORE INFORMATION:

Department of Fair Employment and Housing

Toll Free: (800) 884-1684

TTY: (800) 700-2320

Online: www.dfeh.ca.gov

ALSO FIND US ON



If you have a disability that prevents you from submitting a written pre-complaint form on-line, by mail, or email, the DFEH can assist you by scribing your pre-complaint by phone or for individuals who communicate by American Sign Language through the relay system.

To schedule an appointment, contact the Communication Center at 800-884-1684 (voice) or 800-700-2320 (TTY) or by email at contact.center@dfeh.ca.gov

The Department of Fair Employment and Housing is committed to providing access to our materials in an alternative format as a reasonable accommodation for people with disabilities when requested. Please contact the DFEH at (800) 884-1684 (voice or via relay operator 711), TTY (800) 700-2320 or contact.center@dfeh.ca.gov to discuss your preferred format to access our materials or webpages.



The Department of Fair Employment and Housing (DFEH) enforces California state laws that prohibit harassment and discrimination in employment, housing, and public accommodations and that provide for pregnancy leave and family and personal medical leave. It also accepts and investigates complaints alleging hate violence or threats of hate violence and human trafficking.

WHAT DFEH DOES

- DFEH enforces these laws by
- ⇒ Investigating harassment, discrimination, and denial of leave complaints
 - ⇒ Assisting parties to voluntarily resolve complaints involving alleged violations of the laws enforced by DFEH
 - ⇒ Prosecuting violations of the law
 - ⇒ Educating Californians about the laws prohibiting harassment and discrimination by providing written materials and participating in seminars and conferences

The CA Fair Employment and Housing Act (FEHA) prohibits harassment and discrimination in employment based on the following:

- Race
- Color
- Religion
- Sex / Gender (including pregnancy, childbirth, or related medical conditions)
- Gender identity, gender expression
- Sexual orientation
- Marital status
- National origin (including language use restrictions)
- Ancestry
- Disability (mental & physical, including HIV & AIDS)
- Medical condition (cancer/genetic characteristics & information)
- Age (40 and above)
- Request for family care leave
- Military or Veteran status
- Request for leave for an employee’s own serious health condition
- Request for Pregnancy Disability Leave
- Retaliation for reporting patient abuse in tax-supported institutions
- Discrimination is prohibited in all employment practices, including the following:
 - Advertisements
 - Applications, screening, and interviews
 - Hiring, transferring, promoting, terminating, or separating employees
 - Working conditions
 - Participation in a training or apprenticeship program, employee organization, or union

Discrimination is prohibited in all aspects of the housing business, including, but not limited to:

- 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 reasonably modify their dwelling to ensure full enjoyment of the premises.

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

CALIFORNIA WORKERS ARE:

- Guaranteed leave if disabled because of pregnancy
- Guaranteed reasonable accommodation for pregnancy
- Guaranteed leave for the birth or adoption of a child; for the employee’s own 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 DFEH, for participating in the investigation of a complaint, 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

FEHA also prohibits discrimination in the rental and sale of housing based on the following:

- Race
- Color
- Religion
- Sex /Gender (including pregnancy, childbirth, or related medical conditions)
- Gender identity, gender expression
- Sexual orientation
- Marital status
- National origin/Ancestry
- Familial status (households with children under age 18)
- Source of income
- Disability (mental and physical, including HIV and AIDS)
- Medical condition (cancer/genetic characteristics)

Discrimination in public services and accommodations is prohibited under the Unruh Civil Rights Act.

The law requires “full and equal accommodations, advantages, facilities, privileges, or services in all business establishments.” Business establishments covered by the law include, but are not limited to:

- Hotels and motels
- Nonprofit organizations
- Restaurants
- Theaters
- Hospitals
- Barber shops and beauty salons
- Housing accommodations
- Local government and public agencies
- Retail establishments