



## THIS JUST IN

California employers of 100 or more employees must report pay and hours-worked data by establishment, job category, sex, race, and ethnicity to DFEH by 03/31/2021. The portal through which employers submit their data will be available on 02/15/2021. Now available are: a guide to using the portal, a template that employers may use to create their reports, and answers to frequently asked questions.



## Job Posting: DFEH Outreach & Education Analyst (Associate Governmental Program Analyst)

View Job Announcement

Final Filing Date: 2/11/2021

**Job Posting: Outreach & Education Analyst**

**Department of Fair Employment & Housing**

Application Methods: Electronic Using your CalCareer by Mail Drop-off

JC-231247 - Outreach & Education Analyst  
ASSOCIATE GOVERNMENTAL PROGRAM ANALYST

\$5,149.00 - \$6,445.00 per Month

Final Filing Date: 2/11/2021

**Job Description and Duties**

Under the direction of the Assistant Deputy Director of Outreach and Education, the Associate Governmental Program Analyst (AGPA) serves as the Outreach and Education analyst for the Department of Fair Employment and Housing (DFEH). The Outreach and Education analyst independently assists in developing and implementing effective education and outreach initiatives that advance the Department's mission of eliminating discrimination in the State of California.

You will find additional information about the job in the **Duty Statement**.

**Working Conditions**

The demands described here are representative of those that must be met by the incumbent, with or without a reasonable accommodation, to successfully perform the essential functions of the job.

- Requires daily use of a personal computer and related software applications at a workstation
- Requires ability to complete tasks that typically may require making repetitive hand movements in the performance of daily duties, with or without reasonable accommodations and modifications to facilitate such tasks
- Requires prolonged use of a workstation for 8.5 to 7 hours per day
- Requires dependability and excellent attendance records
- Requires occasional travel to conduct on-site investigations

## HOT OFF THE PRESS

**UNDERSTANDING AND PREVENTING ANTI-ASIAN BIAS**

A two-part webinar series presented by the California Department of Fair Employment and Housing and Stop AAPI Hate

**For Employers, Housing Providers, Business Owners, and State-Funded Organizations** REGISTER

Thursday, February 4, 2021 / 10:00 AM - 11:00 AM

TOPICS: Know Your Legal Obligations, Strategies for Bias Prevention and Conflict Resolution, and Recent Data on Increased Anti-Asian Bias in California

**For Employees, Tenants, Consumers, Community Members, and Social Service Organizations** REGISTER

Thursday, February 18, 2021 / 10:00 AM - 11:00 AM

TOPICS: Know Your Rights, Strategies for Bias Prevention and Conflict Resolution, and Recent Data on Increased Anti-Asian Bias in California

FREE REGISTRATION • MCLE CREDIT\*

\*An application requesting 1 hour of MCLE credit (elimination of bias) for this activity is pending approval by the State Bar of California.

Recent data indicate increased violence and discrimination against individuals and communities of Asian descent. The California Department of Fair Employment and Housing (DFEH) and the Stop AAPI Hate coalition - Asian Pacific Policy and Planning Council (A3PCON), Chinese for Affirmative Action (CAA), and San Francisco State University (SFSU) - invite you to a free two-part webinar series to raise awareness about anti-Asian racism and xenophobia in California, everyday strategies for reducing and preventing bias, and legal rights and obligations enforced by DFEH, California's civil rights agency.

A3PCON CHINESE FOR AFFIRMATIVE ACTION SFSU

**Family, Medical, and Pregnancy Disability Leave for Employees in California**

The California Family Rights Act (CFRA) provides eligible employees with up to 12 weeks of unpaid, job-protected leave to care for their own serious health condition or a family member with a serious health condition, or to bond with a new child. Recent legislation, effective January 1, 2021, expands CFRA in several major respects. In addition, California law requires covered employers to provide employees disabled by pregnancy, childbirth, or related medical condition with unpaid, job-protected leave (PDL) and/or accommodations. Learn more about these rights in the resource below.

**Family and Medical Leave (CFRA)**

Factsheet - 2021 Updates  
Factsheet - General  
Required Poster  
Rights (PDF)  
Claims (PDF)  
General (PDF)  
Termination (PDF)  
Vietnamese (PDF)

**Pregnancy Disability Leave (PDL)**

Factsheet  
Required Poster  
Certification Form

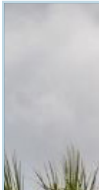





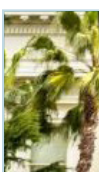
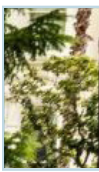
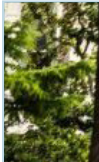
**Additional Resources**

Interactive App for New Parents and Pregnant Employees (Coming Soon)  
Leave for Pregnancy Disability and Child-Birthing, Caregiver, Reference Guide  
Family Care and Medical Leave: Quick Reference Guide

Understanding and Preventing Anti-Asian Bias Webinar Series

Family, Medical, and Pregnancy Disability Leave for Employees Toolkit

# UPCOMING EVENTS

	<b>FEB 04 2021</b>	<b>Understanding and Preventing Anti-Asian Bias:</b> For Employers, Housing Providers, Business Owners, and State-Funded Organizations Informed (1 of 2)
	<b>FEB 10-12 2021</b>	<b>Laws &amp; Litigation Conference: Fair Housing for Our Future</b>
	<b>FEB 16 2021</b>	<b>Employment Development Department (EDD): DFEH</b> Training Modules to keep EDD Outreach Workers Informed
	<b>FEB 18 2021</b>	<b>Understanding and Preventing Anti-Asian Bias:</b> For Employees, Tenants, Consumers, Community Members, and Social Service Organizations (2 of 2)
	<b>FEB 24 2021</b>	<b>Department of Transportation Caltrans:</b> District 12- Disability Advisory Committee (DAC)
	<b>FEB 24 2021</b>	<b>Northern California Employment Round Table (NCERT):</b> Workplace Equity Action Planning
	<b>MAR 08 2021</b>	<b>Professional Beauty Association California Compliance Symposium: Small Business Compliance and Updates</b>
	<b>MAR 12 2021</b>	<b>Southwest Riverside County Realtor Association:</b> Fair Housing Town Hall
	<b>MAR 24 2021</b>	<b>Ventura County Community Development Corporation:</b> Fair Housing Workshop

NOTE: outreach event information is hyperlinked when available.

# CASE FILINGS, SETTLEMENTS, & NEWS

**DEPARTMENT OF FAIR EMPLOYMENT & HOUSING**  
STATE OF CALIFORNIA - Bureau, Complaint Services and Hearing Agency  
2200 Franklin Street, Suite 100, Oakland, CA 94612  
 800-488-4888 (Toll-free) 510-762-2200 (TTS) California Relay Service at 711  
 www.dfeh.ca.gov email: info@dfeh.ca.gov

December 10, 2020 Contact: Fahrah Alan (916) 585-7076  
 For Immediate Release Fahrah.Alan@dfeh.ca.gov

**FARM LABOR CONTRACTOR TO PAY \$750,000 TO RESOLVE DFEH SEXUAL HARASSMENT LAWSUIT**

*Case against Dynapac Harvesting, Inc. resolves allegations that company failed to protect a farm laborer from sexual harassment, including rape*

Sacramento – Dynapac Harvesting, Inc., a farm labor contractor associated with Pacific International Vegetable Marketing, Inc., in Salinas, California, will pay \$750,000 and furnish other affirmative relief to settle a civil rights lawsuit involving an employee who alleged she was sexually harassed and assaulted by a foreperson.

The employee, known in the litigation as Jane Doe, filed a complaint with the DFEH alleging that in 2016 and 2017, Miguel Guzman Salazar sexually harassed and assaulted her. The DFEH investigated the complaint, found cause to believe violations of the Fair Employment and Housing Act and Civil Code section 51.7 had occurred, and filed suit in Monterey County Superior Court after pre-litigation mediation efforts failed.

In addition to seeking relief on behalf of Jane Doe, the DFEH civil rights complaint alleged that Dynapac Harvesting had a pervasive culture of allowing harassment, discrimination, and retaliation to occur. As alleged in the Third Amended Complaint, the company's sexual harassment training included offensive memes, mocked the importance of anti-harassment measures, and generally failed to convey the importance of protecting employees from sexual harassment.

"Farm laborers are particularly vulnerable to discrimination, harassment, and retaliation," said DFEH Director Kevin Kish. "DFEH is committed to eradicating such conduct."

The judicially supervised settlement agreement requires Dynapac Harvesting to hire a third-party monitor for three years to review Dynapac Harvesting's policies and procedures, make regular visits to the workplace, review complaints of harassment filed by employees, and submit compliance reports to DFEH. Dynapac Harvesting will pay \$750,000, which includes payment to Jane Doe for emotional distress damages, and attorney fees to the DFEH.

The case is captioned *Department of Fair Employment and Housing v. Dynapac Harvesting, Inc., et al.*, Case No. 19-cv-00903 (Monterey County).

*The DFEH is the state agency charged with enforcing California's civil rights laws. The mission of the DFEH is to protect the people of California from unlawful discrimination in employment, housing and public accommodations and from hate violence and human trafficking. For more information, visit the DFEH's web site at www.dfeh.ca.gov.*

## Farm Labor Contractor to Pay \$750,000 to Resolve DFEH Sexual Harassment Lawsuit

[View Press Release](#)

December 10, 2020

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STATE OF CALIFORNIA - Bureau, Complaint Services and Hearing Agency  
2200 Franklin Street, Suite 100, Oakland, CA 94612  
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December 22, 2020 Contact: Fahrah Alan (916) 585-7076  
 For Immediate Release Fahrah.Alan@dfeh.ca.gov

**DFEH SETTLES HOUSING DISCRIMINATION COMPLAINT ON BEHALF OF DISABLED VETERAN FOR \$106,035**

*Settlement with Sun Sands RV Resort LLC. resolves allegations that mobile home park manager treated complainant differently from other tenants because she was gay*

Sacramento-Tami Williams, a veteran and retired firefighter and park ranger, recently reached a settlement with Sun Sands RV Resort LLC for \$106,035 in exchange for title to her mobile home. Ms. Williams alleged that mobile home park manager, Scott Matas, denied her equal terms and conditions of tenancy on the basis of disability and sexual orientation.

According to Ms. Williams, Matas told her to remove the enclosure outside her unit that housed her washer and dryer, remove a pergola she had installed, which Matas had previously orally authorized and to whom Ms. Williams had twice submitted the necessary plans in advance. He also told her to remove a fence and install a gate to her driveway to allow the fire department access to her unit, for which he also issued Ms. Williams a violation.

Ms. Williams alleged that Matas permitted residents, who did not have a disability and who were not gay, to have pergolas as well as enclosures outside their units housing their washers and dryers, which Matas did not ask them to remove. He also did not ask the other tenants to remove fences and install gates, or issue them a violation, despite their units not allowing the fire department access.

In addition to the monetary settlement, representatives from Sun Sands RV Resort will have to undergo training in Fair Housing laws. The settlement was mediated by USC Gould School of Law's Advanced Mediation Clinic, which partners with DFEH's Dispute Resolution Division.

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## DFEH Settles Housing Discrimination Complaint on Behalf of Disabled Veteran for \$106,035

[View Press Release](#)

December 22, 2020

