

2020

ANNUAL REPORT

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING



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This report has been prepared pursuant to Government Code section 12930, subdivision k, which requires the Department of Fair Employment and Housing to “render annually to the Governor and the Legislature a written report of its activities and its recommendations.”

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EXECUTIVE SUMMARY

The Department of Fair Employment and Housing (DFEH) is pleased to submit this report detailing our work in calendar year 2020.

In 2020, Californians faced unprecedented challenges as we navigated changes brought about by the COVID-19 pandemic. DFEH's mission and work protecting the civil rights of Californians was at the center of public conversation. The pandemic both revealed and caused inequities in health outcomes, in housing, and in workplaces; we witnessed and were called upon to confront racial inequality and anti-Black violence; we saw a spike in bias-motivated incidents, especially against people of Asian descent; and we analyzed complex questions of disability and religious rights. Throughout the year, DFEH staff continued to accept, investigate, mediate, and litigate civil rights complaints, and increased our outreach efforts, including by issuing multiple guidance documents to assist Californians navigate the crisis. This work included:

- 23,898 intake forms received
 - 19,492 Complaints filed (includes complaints initiating a DFEH investigation and those filed through the Right-to-Sue process in employment claims)
 - 13,708 complaints filed to request an immediate Right-to-Sue notice
 - 5,784 complaints accepted for investigation by DFEH
- 50,651 incoming calls answered
- Published and disseminated 11 new guides and factsheets (each available in multiple languages)
- Produced free, online trainings against sexual harassment for employees and supervisors (available in multiple languages) that were taken by nearly 267,000 individuals
- 706 cases settled
- 10 civil actions filed in state and federal court, of which six involve group or class allegations covering approximately 10,000 aggrieved persons
- Three Director's Complaints filed and investigations continued in an additional 10 Director's Complaints

We continue to work towards our vision of a California free of discrimination and welcome feedback from all our stakeholders as we do so.

Sincerely,



Kevin Kish
Director, Department of Fair Employment & Housing

LETTER FROM THE CHAIR OF THE FAIR EMPLOYMENT AND HOUSING COUNCIL

I write to report on the work of the Fair Employment and Housing Council (“Council”) in 2020 to advance and protect civil rights in California. In 2020, the Council held eight public hearings—seven of which were held virtually due to the onset of the COVID-19 pandemic.

In 2020, the Council worked on and finalized a number of regulatory and other actions. These include: presenting a series of webinars explaining California’s first-ever regulations interpreting the fair housing provisions of the Fair Employment and Housing Act (“FEHA”) which went into effect January 1, 2020; finalizing Religious Creed and Age Discrimination regulations (effective July 1, 2020); finalizing California Family Rights Act (“CFRA”) and Fair Chance Act regulations (effective October 1, 2020); and finalizing regulations regarding Harassment Prevention Training, which took effect in 2021.

During 2020, the Council increased its focus on public engagement by holding two virtual civil rights hearings on critically important issues affecting California and our nation. On September 21, 2020, the Council heard expert testimony and public comment on hate violence, including current trends, targeted communities, and causes, as well as the legal, policy, and community interventions that exist to address hate violence. The September 21st hearing on hate violence can be viewed by clicking here: www.youtube.com/watch?v=nBSnZ-4Enro.

The Council held another civil rights hearing on November 17, 2020 on the Fair Chance Act—California’s “Ban the Box” law—and the impact since its passage on the use of criminal history in employment decisions. This hearing, again with the participation of experts and interested stakeholders, addressed the purpose, promise, and effects of the Fair Chance Act, the current state of research with regard to securing employment after incarceration, and the operation of the law with a focus on unmet needs and opportunities for regulatory action. The November 17th hearing can be viewed by clicking here:

www.youtube.com/watch?v=3DCibsUblOI (Part I) and www.youtube.com/watch?v=GuAU-TOGSNs (Part II).

The Council remains committed to assisting the California Legislature in its efforts to proactively implement the state’s civil rights laws. The Council remains equally committed to advancing knowledge and understanding of civil rights throughout California by continuing to hold hearings and fostering other types of community engagement so that existing and emerging civil rights issues can be identified, examined, and addressed.

Sincerely,



Gabriel A. Sandoval
Chair, Fair Employment and Housing Council



ORGANIZATIONAL OVERVIEW

The Department of Fair Employment and Housing (DFEH) is the institutional centerpiece of California's broad anti-discrimination and hate crimes policy. Born out of a decades-long struggle to prohibit discrimination in employment, housing, and business establishments, the DFEH has been at the forefront of protecting civil rights in California since its inception. Today, the DFEH is the largest state civil rights agency in the country.

DFEH's mission is to protect the people of California from unlawful discrimination in employment, housing, and public accommodations (businesses), and from hate violence and human trafficking. To accomplish this mission, DFEH receives, investigates, conciliates, mediates, and prosecutes complaints of alleged violations of the Fair Employment and Housing Act (FEHA), Unruh Civil Rights Act, Disabled Persons Act, Ralph Civil Rights Act, Trafficking Victims Protection Act, and statutes prohibiting discrimination in state-funded activities and programs.

DFEH's Enforcement Division consists of investigators who receive and investigate complaints. The Legal Division prosecutes cases, including systemic complaints, meaning complaints that allege a pattern or practice of discrimination impacting a large number of people. The Dispute Resolution Division mediates cases. The Executive Programs Division conducts public outreach and education and legislative and regulatory affairs, responds to requests for public records and visa certifications, and determines administrative appeals. The Public Affairs Division executes the Department's communications strategy, including by issuing press releases and fielding requests for information from the media and stakeholders. The Administrative Division provides critical human resources, contracting, and procurement services, and the Information Technology Services Division provides necessary technological infrastructure and security.

The state's various civil rights laws empower DFEH to:

- Engage in public outreach and provide training and technical assistance to stakeholders, such as employers and employees, business establishments and consumer groups, and housing providers and tenants regarding their rights and responsibilities under the law,
- Investigate and initiate complaints of individual and systemic discrimination,
- Facilitate mediation and resolution of disputes involving civil rights,
- Enforce the laws by prosecuting violations in civil court.

Since 2013, the Department has housed the Fair Employment and Housing Council (FEH Council), a body that issues regulations to ensure that the FEHA and other laws enforced by the Department are interpreted and implemented in a way that is fair and that protects the public to the full extent of the law.

EDUCATION AND OUTREACH

A critical component of meeting DFEH's mission is providing employers, housing providers, businesses, and the public clear, accurate, and easily accessible information related to their rights and responsibilities under the laws that DFEH enforces. Education and outreach help to prevent discrimination from occurring and make it more likely discrimination will be reported when it occurs. To meet this need, DFEH continues to develop educational materials and website content, provide trainings and programs, and engage in direct outreach to stakeholders. DFEH staff members speak at events around the state each month as part of these efforts.

2020 HIGHLIGHTS

- Participated in 85 outreach events, reaching more than 17,086 individuals with information about their rights and responsibilities under California's civil rights laws, including numerous events related to the COVID-19 pandemic.
- Published and disseminated guidance on upholding civil rights in employment and housing while adhering to public health orders related to COVID-19, as well as guidance on combatting hate violence during the pandemic.
- Published and disseminated 11 new guides and factsheets (each available in multiple languages).
- Produced free, online trainings against sexual harassment for employees and supervisors (available in multiple languages) that were taken by nearly 267,000 individuals.
- Searched thousands of online housing advertisements across California and sent 176 compliance letters to housing providers found to have made discriminatory statements.

ENFORCEMENT HIGHLIGHT: SOURCE OF INCOME DISCRIMINATION IN HOUSING

On January 1, 2020, SB 329 went into effect, making it unlawful for California housing providers to turn away tenants who hold government housing assistance vouchers, including programs like “Section 8.” Government housing subsidies are now considered a protected “source of income” under California’s fair housing laws. Advertisements for the sale or rental of housing accommodations that indicate a preference or limitation based on source of income are unlawful.

An initial targeted enforcement action over a ten-day period in January 2020 found 55 separate discriminatory rental listings in Sacramento County alone. Over the course of 2020, DFEH affirmatively scanned rental listings throughout the state for discriminatory statements. DFEH sent letters to the housing providers that posted unlawful listings warning them that they must take immediate action to comply with California law. Additionally, DFEH published two guidance documents to assist Californians in knowing their rights and responsibilities under the new protections.

A factsheet for tenants is available at:

www.dfeh.ca.gov/wp-content/uploads/sites/32/2020/02/SourceofIncomeFactSheet_ENG.pdf.

A Frequently Asked Questions document for housing providers is available at:

www.dfeh.ca.gov/wp-content/uploads/sites/32/2020/02/SourceofIncomeFAQ_ENG.pdf.

CASE HIGHLIGHT

SEXUAL HARASSMENT IN EMPLOYMENT



In May of 2020, DFEH launched a free Sexual Harassment Prevention Training course with versions for employees and managers in six languages. 232,209 people took the training in 2020, 190,443 employees and 40,640 supervisors.

Case Highlight: Sexual Harassment in Employment

A woman employed by a farm labor contractor in Salinas, California filed a complaint alleging that a foreperson sexually harassed and assaulted her.

DFEH filed suit in Monterey County seeking relief on behalf of Jane Doe, as the employee was known in the litigation, alleging that the farm labor contractor had a pervasive culture of allowing harassment, discrimination, and retaliation to occur. As alleged in the 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.

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



COMPLAINTS FILED WITH DFEH

DFEH received 23,898 intake forms in 2020 from members of the public who alleged civil right violations. 13,708 of the claims were requests for an immediate “Right-to-Sue” in employment cases. In these cases, individuals file a complaint with DFEH, but bypass DFEH’s investigation process, and receive a closing letter that includes a Right-to-Sue from DFEH which a complainant needs to file a civil court case alleging violations of the FEHA’s employment provisions. 5,784 of the intakes resulted in DFEH filing a complaint for investigation.

COMPLAINTS FILED IN 2020

Civil Code Section 54	9
Criminal History in Employment Decisions	124
Employment Investigations	4422
Government Code Section 11135	19
Housing	880
Ralph Civil Rights Act	85
State Contractors	0
Unruh	245
Unruh filed as companion to Housing case	821*

**Fair housing cases alleging a violation of FEHA often also involve an alleged Unruh violation, as the same unlawful activity can violate both laws. DFEH creates companion cases that are investigated as part of the same investigation. We separately identify the Unruh companion cases and include them in the total number of cases filed (because they are created separately), but exclude them from the total number of investigations, since they are investigated as part of a companion housing investigation. Doing this allows the public to see the number of independent Unruh cases that are not a companion to a fair housing case.*

The investigation process starts when a member of the public files an initial inquiry with DFEH by submitting an intake form, which can be done through an online portal, by mailing a paper form, or by calling the DFEH Communications Center. DFEH assigns the intake to an investigator, who conducts an initial interview with the complainant to determine whether DFEH has jurisdiction to accept the complaint. If DFEH has jurisdiction and accepts the claim, the investigator drafts a written complaint and sends it to the complainant for signature.

Once DFEH receives the signed complaint, the investigator determines if the complaint meets criteria for federal dual-filing status pursuant to work-sharing agreements with the United States Equal Employment Opportunity Commission (EEOC) or the United States Department of Housing and Urban Development (HUD) and, if so, assigns the complaint a federal identification number.

DFEH serves the complaint on the party accused of discrimination or other civil rights violations (“respondent”). DFEH investigates the case by interviewing parties and witnesses, reviewing supporting documentation, and conducting site inspections where appropriate. DFEH has the authority to serve interrogatories, issue subpoenas and demand production of documents, and to petition the court to order a respondent to comply if the respondent refuses. In appropriate cases, the investigator may attempt to resolve the case with the parties or refer the case to the Dispute Resolution Division (DRD) for possible mediation. If the parties resolve the case through conciliation or mediation and execute a settlement agreement, or if the investigator determines there is insufficient evidence to prove a violation of the law, DFEH closes the case. If DFEH determines the case is potentially meritorious and it has not resolved, the Enforcement Division may transfer the case to the Legal Division. When DFEH finds a complaint has merit, the FEHA requires, in most circumstances, that DFEH file a civil complaint in state or federal court within 365 days from the date the DFEH complaint was filed.

Appendix B, Table 1 -Table 7 displays the total bases for complaints filed by law type.

CASE HIGHLIGHT

HOUSING DISCRIMINATION CASE BASED ON NATIONAL ORIGIN AND PERCEIVED IMMIGRATION STATUS

A married couple and their two children filed a complaint with DFEH alleging that their landlord threatened to report them to federal immigration authorities if they did not move out within a matter of days. They also alleged that their landlord threatened to report their attorney to the California Bar, claiming that it was illegal for the attorney to advocate on behalf of tenants that the landlord perceived to be undocumented.

DFEH filed a lawsuit that resulted in a settlement requiring the landlord to pay a total of \$250,000 in damages and attorney's fees. The settlement also required the landlord to implement a new anti-discrimination policy, post fair housing notices at her properties, and complete fair housing and landlord tenant law training.

CASES SETTLED

Civil rights disputes may be resolved through settlement at different points in the DFEH complaint process. Investigators within the Enforcement Division may conciliate (bring parties together to negotiate) a settlement during their investigations. Some cases are referred to the Dispute Resolution Division to determine if the parties are interested in participating in voluntary mediation. Once DFEH’s Legal Division takes a case, the law in most cases requires DFEH to offer the parties mandatory mediation.

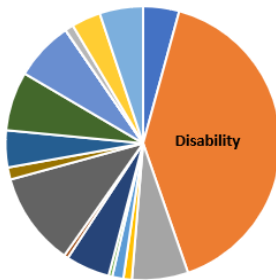
The amounts listed below reflect the monetary value of settlements respondents or defendants agreed to pay, and complainants or real parties agreed to accept, to resolve their civil rights cases. DFEH settled 706 cases in 2020 for a monetary value of \$11,176,865.59.

	NUMBER OF SETTLEMENTS	TOTAL SETTLEMENT AMOUNTS
Enforcement Division	250	\$1,431,835.17
Dispute Resolution Division - voluntary	440	\$7,137,280.42
Dispute Resolution Division/Legal (SB 1038 & Post Civil)	3	\$87,500.00
Legal Division	10	\$2,519,250.00
Executive Programs Division	3	\$1000.00
TOTAL	706	\$11,176,865.59

The reported settlement amounts reflect monetary recovery only. Most DFEH settlements also include “affirmative relief” in the form of injunctions, training and monitoring, or changes in policies that increase fair employment or housing opportunities, or that decrease the likelihood of future discrimination or hate violence. Some settlements include only affirmative relief and no economic recovery.

CASE HIGHLIGHT

DISABILITY DISCRIMINATION IN HOUSING



In 2020, the most commonly cited basis for discrimination in housing was disability. DFEH’s fact sheet about disability discrimination in housing is at www.dfeh.ca.gov/wp-content/uploads/sites/32/2020/06/DisabilityDiscrimination_ENG.pdf.

Case Highlight: Housing Disability Discrimination

A tenant who relies solely on a wheelchair for mobility filed a complaint with DFEH alleging that the owners and property managers of her building failed to accommodate her disability when the elevator in her complex became inoperable and she was unable to leave her third-floor apartment. The tenant requested a transfer to a first-floor apartment as an accommodation. Despite the availability of an apartment on the first floor, her request was delayed for more than one year.

Following a mandatory mediation, the owners agreed to a monetary settlement and to participate in fair housing training annually for a period of five years. In addition, they will post DFEH fair housing posters in the complex, distribute fair housing informational materials to all their tenants in California, and will report compliance to the DFEH on an ongoing basis.



LEGAL HIGHLIGHTS

In 2020, the DFEH Legal Division filed 10 civil actions in both state and federal court. The cases were brought throughout the state and involved California industries such as entertainment, government, health care and technology.

The DFEH Legal Division's 2020 filings reflect a focus on matters involving systemic discrimination and harassment, where the case involves a large workforce affected by the alleged unlawful practice, and the anticipated remedy would impact a large number of persons or an entire industry; where the case addresses an important legal issue in an area where the department seeks to establish case law; and/or where the case would impact civil rights in a manner consistent with the department's mission.

Of the 10 cases filed in 2020, six involve group or class allegations covering approximately 10,000 aggrieved persons.

The Legal Division was involved with the Office of the Attorney General in four matters before the appellate courts involving important legal issues in areas where the department seeks to establish case law, and/or advance civil rights law in a manner consistent with the department's mission.

In partnership with other state Fair Employment Practices Agencies, the DFEH Legal Division led a coalition of states in a multistate federal litigation against the Equal Employment Opportunity Commission to obtain employer data necessary for civil rights enforcement and identifying potential systemic discrimination.

In addition to its litigation activities, the Legal Division remained active on ongoing cases and new initiatives:

- The Legal Division filed three Director’s Complaints and continued its investigations into an additional 10 Director’s Complaints. Additional cases were designated as group and class investigations. These are matters which collectively cover thousands of potential victims of discrimination, harassment, or retaliation in California.
- The Legal Division initiated several inquiries under the authority of Government Code section 11180 as a further means of investigating potential systemic discrimination matters identified by the department.
- The Legal Division’s attorneys also supported over 100 priority investigations for the Enforcement Division, providing feedback and guidance to the Enforcement Division investigators on matters involving potential systemic as well as individual cases of discrimination, harassment or retaliation in employment, housing, and public accommodation.

Significant settlements achieved by the Legal Division attorneys include:

- DFEH v. Silicon Valley Growth Syndicate. Consent decree providing relief for woman working as an intern and other roles for an investment group who was allegedly sexually harassed and assaulted by the head of the investment group. This was the first case brought by the Department under its new authority under Civil Code section 51.9 and resulted in a monetary award of \$1,800,000.
- DFEH v. DynaPac. Post-litigation settlement of \$750,000 to a female agricultural worker involving allegations of multiple sexual assaults by her supervisor.
- DFEH v. Hynek. Post litigation settlement of \$150,000 to tenant allegedly propositioned by her landlord for sexual favors.
- DFEH v. Copper Mountain Community College District. \$115,000 post litigation settlement to employee allegedly sexually harassed based on his sexual orientation by an assistant dean.

The Legal Division provided over 5,000 hours of general counsel assistance in areas including case analysis, representation, document drafting and review, and executive and administrative support.



U AND T VISA CERTIFICATION APPLICATIONS

The Victims of Trafficking and Violence Protection Act of 2000 created the U Visa and the T Visa, which are available to certain immigrant victims of serious crimes. Immigrants who are victims of various qualifying crimes, such as rape, felonious assault, and kidnapping, may be eligible for a U Visa; immigrants who are victims of human trafficking may be eligible for a T Visa. To obtain a U or T Visa, victims must demonstrate to United States Citizenship and Immigration Services (USCIS) their willingness to cooperate in the investigation or prosecution of the crime, among other requirements (please see USCIS webpage:

www.uscis.gov/humanitarian/victims-of-human-trafficking-and-other-crimes)

A U or T Visa application must be supported by a certification from a law enforcement agency, prosecutor's office, judge, family protective services office, the EEOC, a department of labor, or another similar investigative agency.

As a state investigative agency, DFEH is authorized to provide U and T Visa certifications and is required to report data about those certifications to the Legislature pursuant to California Penal Code section 679.10. In 2020, DFEH received 18 requests for U Visa certifications (Form I-918 Supplement B). Of these, 14 requests were signed, 2 were not signed, and 2 were withdrawn. DFEH received 4 requests for T Visa certifications (Form I-914 Supplement B). Of these, 3 requests were signed and 1 request was not signed.

APPENDIX A: LAWS ENFORCED BY DFEH

The Department of Fair Employment and Housing's statutory mandate is to protect the people of California from discrimination in employment, housing, public accommodations, and state-funded programs and activities, and from bias-motivated violence and human trafficking, pursuant to the California Fair Employment and Housing Act (FEHA), Equal Pay Act, Unruh Civil Rights Act, Disabled Persons Act, Ralph Civil Rights Act, Trafficking Victims Protection Act, and Government Code section 11135.

The FEHA (Gov. Code, § 12900 et seq.) prohibits workplace discrimination and harassment on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (including pregnancy, childbirth, or related medical conditions), gender, gender identity, gender expression, age, sexual orientation, and military and veteran status, or because another person perceives the employee to have one or more of these characteristics.

Included in the FEHA is the California Family Rights Act (CFRA). Effective January 1, 2021, CFRA applies to California state and local governments and to private employers of five or more employees. However, during the period of this report (calendar year 2020), CFRA required state and local governments and private employers of 50 or more employees to provide protected leave of up to 12 work weeks in a 12-month period to eligible employees to care for their own serious health condition or that of an eligible family member. Included as well is California's Pregnancy Disability Leave Act (PDLA), which requires an employer to provide employees disabled by pregnancy, childbirth, or a related medical condition leave of up to four months and the right to return to work. During the period of this report, the New Parent Leave Act required employers of at least 20 employees to allow their employees to take up to 12 weeks of parental leave to bond with a new child within one year of the child's birth, adoption, or foster care placement. As of January 1, 2021, the New Parent Leave Act is subsumed by the expanded CFRA statute.

With regard to housing, the FEHA prohibits discrimination and harassment on the basis of race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), gender, gender identity, gender expression, sexual orientation, marital status, military or veteran status, national origin, ancestry, familial status, source of income, disability, and genetic information, or because another person perceives the tenant or applicant to have one or more of these characteristics.

The FEHA also mandates reasonable accommodation of religious beliefs or observances in the workplace, including religious dress and grooming practices; requires employers and housing providers to reasonably accommodate persons with disabilities; and prohibits covered entities from retaliating against any person because the person opposed practices forbidden by the

FEHA or filed a complaint, testified, or assisted in any DFEH or court proceeding related to a FEHA claim.

The Unruh Civil Rights Act (Civ. Code, § 51) prohibits business establishments in California from discriminating in the provision of services, accommodations, advantages, facilities and privileges to clients, patrons and customers because of their sex, race, color, religion, ancestry, national origin, disability, medical condition, genetic information, marital status, sexual orientation, citizenship, primary language, or immigration status.

Similarly, the Disabled Persons Act (Civ. Code, § 54 et seq.) provides that individuals with disabilities or medical conditions have the same right as the general public to the full and free use of streets, highways, sidewalks, walkways, public buildings, medical facilities (including hospitals, clinics, and physicians' offices), and privileges of all common carriers, airplanes, motor vehicles, railroad trains, motorbuses, streetcars, boats, or any other public conveyances or modes of transportation (whether private, public, franchised, licensed, contracted, or otherwise provided), telephone facilities, adoption agencies, private schools, hotels, lodging places, places of public accommodation, amusement, or resort, and other places to which the general public is invited, subject only to the conditions and limitations established by law, or state or federal regulation, and applicable alike to all persons.

The Ralph Civil Rights Act (Civ. Code, § 51.7) guarantees the right of all persons within California to be free from any violence, or intimidation by threat of violence, committed against their persons or property because of political affiliation, or on account of sex, race, color, religion, ancestry, national origin, disability, medical condition, genetic information, marital status, sexual orientation, citizenship, primary language, or immigration status, or position in a labor dispute, or because another person perceives them to have one or more of these characteristics.

DFEH has jurisdiction to investigate and prosecute violations of the California Trafficking Victims Protection Act (Civ. Code, § 52.5). The law provides a civil cause of action for victims of human trafficking, defined by California law as the deprivation or violation of the personal liberty of another person with the intent to obtain forced labor or services, including sex.

DFEH also has jurisdiction to investigate and prosecute violations of statutes (Gov. Code, § 11135 et seq.) prohibiting discrimination against recipients of state funding in their activities or programs because of sex, gender (including pregnancy, childbirth, breastfeeding, or related medical conditions), race, color, gender identity, gender expression, religion, creed, ancestry, national origin, ethnic group identification, age, physical disability, mental disability, medical condition, genetic information, marital status, or sexual orientation.

APPENDIX B: COMPLAINTS FILED BY BASES

TABLE 1: EMPLOYMENT COMPLAINT BASES

Age (40 and over)	1,174
Ancestry	596
Association with someone of a protected class	123
Baby Bonding Leave (employers of 20 - 49 people)	20
Color	528
Disability	2350
Family Care or Medical Leave (CFRA)	701
Gender identity or expression	112
Genetic information or characteristic	24
Marital status	104
Medical condition (cancer or genetic characteristic)	144
Military and veteran status	48
National origin (includes language restrictions)	621
Other	223
Participated as a witness in a discrimination or harassment complaint	162
Pregnancy, childbirth, breast feeding, and/or related medical conditions	255
Race	1548
Religious creed (includes dress and grooming practices)	208
Reported or resisted any form of discrimination or harassment	2333
Reported patient abuse (hospital employees only)	19
Requested or used a disability-related accommodation	1167
Requested or used a religious accommodation	61
Requested or used pregnancy disability related accommodation	126
Sex/Gender	1638
Sexual harassment- Quid Pro Quo	98
Sexual harassment- hostile environment	613
Sexual orientation	269
TOTAL BASES*	15265
TOTAL CASES	4422

(Requests for Immediate Right-to-Sue not included)

** Total number of bases exceeds the total number of complaints filed because a complaint may be filed on more than one basis.*

TABLE 2: EMPLOYMENT RIGHT-TO-SUE BASES

Age (40 and over)	6,622
Ancestry	2,346
Association with a member of a protected class	4,016
Baby Bonding Leave (employers of 20 - 49 people)	1,135
Color	3,410
Criminal History	299
Disability (physical or mental)	12,649
Family Care or Medical Leave (CFRA)	9,592
Gender identity or expression	1,426
Genetic information or characteristic	1,069
Marital status	1,048
Medical condition (cancer or genetic characteristic)	5,789
Military and veteran status	308
National origin (includes language restrictions)	3,673
Other	6,811
Participated as a witness in a discrimination or harassment complaint	2,616
Pregnancy, childbirth, breast feeding, and/or related medical conditions	941
Race	5,915
Religious Creed - Includes dress and grooming practices	982
Reported or resisted any form of discrimination or harassment	7,952
Reported patient abuse (hospital employees only)	210
Requested or used a disability-related accommodation	4,797
Requested or used a pregnancy-disability-related accommodation	541
Requested or used a religious accommodation	250
Sex/Gender	7,404
Sexual harassment- Quid Pro Quo	2,371
Sexual harassment- hostile environment	5,597
Sexual orientation	1,505
TOTAL BASES *	101,274
TOTAL CASES	13,708

**The total number of cases exceeds the total number of cases because a complaint may be filed on more than one bases.*

TABLE 3: HOUSING COMPLAINT BASES

Ancestry	15
Association with someone of a protected class	31
Color	68
Disability	650
Familial status (Children)	106
Gender identity or expression	16
Marital status	21
Military and veteran status	7
National origin (includes language restrictions)	83
Other	8
Race	177
Religious creed (includes dress and grooming practices)	23
Reported or resisted any form of discrimination or harassment	70
Requested or used a disability-related accommodation	112
Sex/Gender	112
Sexual harassment- Hostile environment	0
Sexual harassment- Quid Pro Quo	16
Sexual orientation	55
Source of income	82
TOTAL BASES*	1652
TOTAL CASES	880

**The total number of bases exceeds the total number of cases because a complaint may be filed on more than one basis.*

TABLE 4: RALPH CIVIL RIGHTS ACT COMPLAINT BASES

Age (40 and over)	2
Ancestry	12
Association with someone of a protected class	1
Color	12
Disability	9
Gender Identity or Expression	0
Genetic Information or Characteristic	0
Marital status	1
Medical Condition (cancer or genetic characteristic)	0
National origin (includes language restrictions)	13
Political Affiliation	3
Position in a Labor Dispute	0
Pregnancy, childbirth, breast feeding, and/or related medical condition	0
Race	22
Religious creed (includes dress and grooming practices)	4
Sex/Gender	50
Sexual orientation	16
TOTAL BASES*	145
TOTAL CASES	85

**The total number of cases exceeds the total number of cases because a complaint may be filed on more than one bases.*

TABLE 5: UNRUH CIVIL RIGHTS ACT COMPLAINT BASES

Age (40 and over)	1
Ancestry	14
Association with someone of a protected class	1
Citizenship	5
Color	42
Disability	133
Gender identity or expression	8
Genetic information or characteristic	1
Immigration Status	6
Medical condition (cancer or genetic characteristic)	3
National origin (includes language restrictions)	26
Other	14
Primary Language	5
Race	86
Religious creed	11
Sex/Gender	33
Sexual orientation	9
TOTAL BASES*	398
TOTAL CASES	245

**The total number of cases exceeds the total number of cases because a complaint may be filed on more than one bases.*

TABLE 6: GOVERNMENT CODE 11135 COMPLAINT BASES

Age	0
Disability	11
Genetic information or characteristic	8
Medical condition	8
National origin (includes language restrictions)	5
Race	4
Religious creed (includes dress and grooming practices)	1
Sex/Gender (includes gender identity or expression)	16
Sexual orientation	1
TOTAL BASES*	58
TOTAL CASES	19

**The total number of cases exceeds the total number of cases because a complaint may be filed on more than one bases.*

APPENDIX C: COUNTY OF VIOLATION FOR COMPLAINTS FILED

County of Violation	CC54	Criminal History in Employment Decisions	Employment	GC11135	Housing	Ralph	Right-to-Sue	Sexual Harassment Prevention Training	Unruh	Total
Los Angeles	1	31	926	1	294	26	4164	2	66	5511
Orange	1	2	239	0	68	4	1299	0	34	1647
San Diego	0	8	244	0	71	2	742	0	11	1078
San Bernardino	1	10	200	2	25	4	598	0	10	850
Sacramento	0	9	374	7	51	5	369	1	14	830
Alameda	0	5	282	0	42	4	413	0	11	757
San Francisco	2	12	213	2	30	3	422	0	17	701
Riverside	2	6	160	0	26	3	471	0	5	673
Santa Clara	0	6	236	1	33	1	375	0	10	662
Kern	0	0	120	0	12	1	163	0	6	302
Contra Costa	1	5	102	0	20	2	162	0	1	293
San Mateo	0	2	98	0	7	2	173	0	4	286
Ventura	0	1	57	2	10	4	193	0	7	274
Fresno	0	4	123	0	9	1	134	0	2	273
San Joaquin	0	0	113	0	10	2	100	0	1	226
Santa Barbara	0	5	32	0	10	0	100	0	0	147
Placer	0	0	41	0	3	2	96	0	2	144
Sonoma	0	0	50	0	7	4	79	0	3	143
Stanislaus	0	2	53	0	8	1	67	0	2	133
Solano	1	1	66	0	8	1	42	0	9	128
Monterey	0	1	61	0	9	1	53	0	2	127
Marin	0	2	43	0	8	1	57	0	0	111
Yolo	0	0	40	1	14	1	46	0	2	104
Tulare	0	0	41	0	3	1	50	0	1	96
San Luis Obispo	0	0	35	1	6	1	34	0	0	77
Santa Cruz	0	0	26	0	10	2	34	0	1	73
Shasta	0	0	28	0	6	2	26	0	0	62

Butte	0	1	23	0	4	1	32	0	0	61
Merced	0	0	18	0	3	0	33	1	1	56
Kings	0	1	22	2	3	0	25	0	0	53
Napa	0	0	26	0	1	0	21	0	0	48
Imperial	0	0	15	0	2	0	22	0	3	42
Humboldt	0	0	16	0	4	0	14	0	1	35
Madera	0	0	15	0	1	0	13	0	0	29
Mendocino	0	0	12	0	0	1	15	0	0	28
El Dorado	0	0	12	0	1	0	10	0	3	26
Sutter	0	0	8	0	0	0	15	0	0	23
Lake	0	0	4	0	3	0	9	0	1	17
Calaveras	0	0	8	0	2	0	5	0	0	15
Nevada	0	0	9	0	1	0	4	0	0	14
San Benito	0	0	6	0	1	0	6	0	0	13
Del Norte	0	0	9	0	2	0	1	0	0	12
Amador	0	0	8	0	0	0	3	0	0	11
Tuolumne	0	0	6	0	0	0	5	0	0	11
Lassen	0	0	2	0	0	0	7	0	1	10
Tehama	0	0	4	0	1	0	5	0	0	10
Yuba	0	0	7	0	1	0	2	0	0	10
Siskiyou	0	0	5	0	1	0	2	0	0	8
Glenn	0	0	1	0	2	0	4	0	0	7
Plumas	0	0	3	0	0	0	3	0	0	6
Inyo	0	0	3	0	0	0	0	0	1	4
Mariposa	0	0	2	0	0	0	2	0	0	4
Modoc	0	0	1	0	0	0	2	0	0	3
Trinity	0	0	3	0	0	0	0	0	0	3
Colusa	0	0	2	0	0	0	0	0	0	2
Mono	0	0	1	0	0	0	1	0	0	2
Alpine	0	0	0	0	0	0	0	0	0	0
Sierra	0	0	0	0	0	0	0	0	0	0

APPENDIX D: DEMOGRAPHIC INFORMATION – RACE

	CC54	Criminal History in Employment Decisions	Employment	GC11135	Housing	Ralph	Right-to-Sue	Sexual Harassment Prevention Training	Unruh
American Indian, Native American or Alaska Native	0	2	102	1	12	3	40	0	3
Asian	0	3	298	0	30	3	158	0	18
Black or African American	0	21	925	1	177	19	525	1	71
Native Hawaiian or Other Pacific Islander	0	4	44	0	1	1	22	0	2
White	2	49	1254	6	211	18	861	2	69
Other	0	24	632	1	82	10	494	0	12
TOTAL	2	103	3255	9	513	54	2100	3	175

APPENDIX E: DEMOGRAPHIC INFORMATION – NATIONAL ORIGIN

	CC54	Criminal History in Employment Decisions	Employment	GC11135	Housing	Ralph	Right-to-Sue	Sexual Harassment Prevention Training	Unruh	Total
Afghani	0	0	7	0	0	0	6	0	0	13
American [U.S.]	2	62	1782	5	254	28	941	3	106	3183
Asian Indian	0	0	31	0	0	0	25	0	0	56
Bangladeshi	0	0	4	0	0	0	2	0	0	6
Cambodian	0	0	6	0	0	0	3	0	0	9
Canadian	0	0	12	0	2	0	1	0	0	15
Chinese	0	0	34	0	5	0	14	0	2	55
Cuban	0	0	8	0	1	0	6	0	1	16
Dominican	0	0	3	0	0	0	0	0	0	3
Egyptian	0	0	12	0	2	0	7	0	1	22
English	0	1	85	0	18	1	20	0	1	126
Ethiopian	0	0	9	0	1	0	1	0	2	13
Fijian	0	1	10	0	0	0	3	0	0	14
Filipino	0	1	81	0	5	0	21	0	1	109
German	0	1	24	0	3	0	13	0	0	41
Ghanaian	0	0	2	0	0	0	1	0	0	3
Guamanian	0	0	4	0	0	0	2	0	0	6
Haitian	0	0	0	0	0	0	0	0	1	1
Hawaiian	0	0	1	0	0	0	1	0	1	3
Hmong	0	0	6	0	1	0	1	0	0	8
Indonesian	0	0	3	0	0	0	1	0	0	4
Iranian	0	0	34	1	7	0	25	0	0	67
Iraqi	0	0	1	0	0	0	1	0	0	2
Irish	0	1	22	0	10	1	4	0	1	39
Israeli	0	0	8	0	0	0	5	0	0	13
Italian	1	0	26	0	5	1	14	0	0	47
Jamaican	0	0	6	0	1	0	4	0	1	12
Japanese	0	0	9	0	3	0	4	0	0	16

Korean	0	2	8	0	3	0	6	0	0	19
Laotian	0	0	3	0	1	0	1	0	0	5
Lebanese	0	0	4	0	2	0	2	0	0	8
Malaysian	0	0	3	0	0	0	1	0	0	4
Mexican	0	14	363	4	46	15	240	0	5	687
Nigerian	0	0	16	0	4	3	15	0	0	38
Pakistani	0	0	14	0	1	0	9	0	5	29
Puerto Rican	0	0	14	0	1	0	13	0	1	29
Salvadoran	0	1	31	0	3	1	28	0	0	64
Samoan	0	0	2	0	1	0	3	0	0	6
Sri Lankan	0	0	1	0	0	0	0	0	0	1
Syrian	0	0	7	0	0	0	2	0	0	9
Taiwanese	0	0	8	0	1	0	2	0	0	11
Thai	0	0	3	0	0	0	5	0	0	8
Vietnamese	0	1	31	0	4	1	16	0	2	55
Other African	0	1	23	0	5	0	8	0	4	41
Other Asian	0	0	13	0	1	0	10	0	2	26
Other Caribbean	0	0	4	0	0	0	4	0	0	8
Other European	0	4	37	0	15	0	14	0	1	71
Other Hispanic/Latino	0	1	103	0	16	1	56	0	3	180
Other Middle Eastern	0	0	19	0	2	0	11	0	1	33
Other	0	4	53	1	9	1	30	0	4	102
TOTAL	3	95	2990	11	433	53	1602	3	146	5336