



VETERANS AND ACTIVE DUTY MILITARY PERSONNEL ARE PROTECTED FROM EMPLOYMENT DISCRIMINATION AND HARASSMENT BY CALIFORNIA'S FAIR EMPLOYMENT AND HOUSING ACT.

WHAT IS DISCRIMINATION?

THE CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT:

- ⇒ Prohibits discrimination on the basis of military and veteran status against any job applicant, unpaid intern, or employee in hiring, promotions, assignments, termination, or any term, condition, or privilege of employment.
- ⇒ Prohibits harassment of employees, applicants, unpaid interns, volunteers, and independent contractors on the basis of military and veteran status.
- ⇒ Requires employers to reasonably accommodate employees or job applicants with a disability to enable them to perform the essential functions of a job.
- ⇒ Prohibits unions from discriminating in member admissions or dispatching members to jobs.
- ⇒ Requires employment agencies to serve all applicants equally, refuse discriminatory job orders, and prohibit employers and employment agencies from making discriminatory pre-hiring inquiries or publishing help-wanted advertisements that express a discriminatory hiring preference.
- ⇒ Prohibits retaliation against a person who opposes, reports, or assists another person to oppose unlawful discrimination.
- ⇒ Permits job applicants, unpaid interns, volunteers, and employees to file complaints with the DFEH against an employer, employment agency, or labor union that fails to grant equal employment as required by law.

WHO IS PROTECTED?

The opportunity to seek, obtain, and hold employment without discrimination because of military and veteran status is a civil right. Under our law, military and veteran status means a member or veteran of the United States Armed Forces, United States Armed Forces Reserve, the United States National Guard, or the California National Guard. Military and veteran status also includes a perception that a person is a veteran or member of the military or that the person is associated with someone who is a veteran or member of the military.

FILING A COMPLAINT

If you believe that you have been discriminated against, harassed or retaliated against because of your military or veteran status (or other protected basis) follow the instructions for filing a complaint at the bottom of this page. Complaints must be filed within one year of the last act of discrimination/harassment or, for victims who are under the age of 18, not later than one year after the victim's eighteenth birthday.

DFEH will conduct an impartial investigation. We are not an advocate for either the person complaining or the person complained against. We represent the State of California. DFEH will, if possible, try to assist both parties to resolve the complaint.

If the facts developed in the investigation do not support the claim, DFEH will close its investigation and issue a letter allowing you to file your own lawsuit if you choose. If the facts establish a violation of the law and a voluntary settlement cannot be reached, DFEH may file a civil complaint and litigate the case in civil court. If the court decides in favor of the complaining party, the following remedies can be ordered:

- Award of the job denied to the complainant, or similar relief
- Back pay or promotion for the complainant, or compensation for moving and relocation
- Compensatory damages for the complainant, including emotional distress damages
- Fines, penalties, or punitive damages
- Attorney's fees & costs

⇒ Use the Department's online system at <http://www.dfeh.ca.gov>

⇒ Call the Communication Center at **800-884-1684** (voice)

If you are deaf or hard of hearing, please call 800-884-1684 (voice) or 800-700-2320 (TTY) reach us through California's Relay Service by dialing 711 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

**IF YOU BELIEVE YOU ARE VICTIM OF ILLEGAL DISCRIMINATION, YOU CAN
FILE A COMPLAINT WITH THE DEPARTMENT.**

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