

THE RIGHTS OF EMPLOYEES WHO ARE TRANSGENDER OR GENDER NONCONFORMING



Civil Rights
Department
STATE OF CALIFORNIA

Your employer, as a nonprofit religious organization, is exempt from the California Fair Employment and Housing Act. See Gov't Code Sections 12926(d) and 12926.2. Therefore, the laws and regulations on transgender and gender nonconforming rights in the workplace do not apply.

However, in accordance with Church teachings and Catholic social justice, employees are expected to treat all persons with dignity, respect, and professionalism.

For guidance on the applicable policies and procedures refer the Archdiocese of Los Angeles Administrative Handbook, online.

TO FILE A COMPLAINT

Civil Rights Department

calcivilrights.ca.gov/complaintprocess

Toll Free: 800.884.1684 / TTY: 800.700.2320

California Relay Service (711)

Have a disability that requires a reasonable accommodation?
CRD can assist you with your complaint.