



Civil Rights
Department
STATE OF CALIFORNIA

CALIFORNIA LAW PROHIBITS WORKPLACE DISCRIMINATION & HARASSMENT

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.

However, in accordance with the teachings of the Church and Catholic social justice, all employees are expected to treat all persons in the workplace (including colleagues, students, parishioners, vendors, and visitors) with dignity, respect, and professionalism.

See Chapter 5 of the Archdiocese of Los Angeles Administrative Handbook, available online, for the applicable policies and procedures.



CALIFORNIA LAW PROHIBITS WORKPLACE DISCRIMINATION & HARASSMENT

**THE CALIFORNIA FAIR EMPLOYMENT
AND HOUSING ACT AND ITS
IMPLEMENTING REGULATIONS
PROTECT CIVIL RIGHTS AT WORK.**

3. [TEXT OMITTED]
4. Employers, employment agencies, and unions must preserve applications, personnel records, and employment referral records for a minimum of four years.
5. [TEXT OMITTED]
6. [TEXT OMITTED]
7. [TEXT OMITTED]

HARASSMENT

THE MOORE-BROWN-ROBERTI FAMILY RIGHTS ACT, GOVT CODE SECTION 12945.2 AND THE "BABY BONDING LAW IN GOV'T CODE SECTION 12945.6 APPLY TO EMPLOYEES IN PARISHES AND SCHOOLS AND OTHER ARCHDIOCESAN LOCATIONS.

[TEXT OMITTED]

3. Employers with 5 or more employees and public employers must train their employees regarding the prevention of sexual harassment, including harassment based on gender identity, gender expression, and sexual orientation.

DISCRIMINATION/REASONABLE ACCOMMODATIONS

[TEXT OMITTED]

REMEDIES/FILING A COMPLAINT

1. The law provides remedies for individuals who experience prohibited discrimination, harassment, or retaliation in the workplace. These remedies can include hiring, front pay, back pay, promotion, reinstatement, cease-and-desist orders, expert witness fees, reasonable attorney's fees and costs, punitive damages, and emotional distress damages.
2. If you believe you have experienced discrimination, harassment, or retaliation, you may file a complaint with CRD. Independent contractors and volunteers: If you believe you have been harassed, you may file a complaint with CRD.
3. Complaints must be filed within three years of the last act of discrimination/harassment/retaliation. For those who are under the age of eighteen, complaints must be filed within three years after the last act of discrimination/harassment/retaliation or one year after their eighteenth birthday, whichever is later.

If you have been subjected to discrimination, harassment, or retaliation at work, file a complaint with the Civil Rights Department (CRD).

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.

ADDITIONAL PROTECTIONS

1. [TEXT OMITTED]
2. Employers with 5 or more employees and public employers must provide up to 12 weeks of job-protected leave to eligible employees: to care for themselves, a family member (child of any age, spouse, domestic partner, parent, parent-in-law, grandparent, grandchild, sibling) or a designated person (with a blood or family-like relationship to employee); to bond with a new child; or for certain military exigencies.

The Fair Employment and Housing Act is codified at Government Code sections 12900 - 12999. The regulations implementing the Act are at Code of Regulations, title 2, division 4.1

Government Code section 12950 and California Code of Regulations, title 2, section 11023, require all employers to post this document. It must be conspicuously posted in hiring offices, on employee bulletin boards, in employment agency waiting rooms, union halls, and other places employees gather. Any employer whose workforce at any facility or establishment consists of more than 10% of non-English speaking persons must also post this notice in the appropriate language or languages.

EDITED BY ADLA 1/2023