

# DISCRIMINATION IN PUBLIC SERVICES AND ACCOMMODATIONS IS PROHIBITED UNDER THE UNRUH CIVIL RIGHTS ACT

THE DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

THE MISSION OF THE DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING IS TO PROTECT THE PEOPLE OF CALIFORNIA FROM UNLAWFUL DISCRIMINATION IN EMPLOYMENT, HOUSING AND PUBLIC ACCOMMODATIONS, AND FROM THE PERPETRATION OF ACTS OF HATE VIOLENCE AND HUMAN TRAFFICKING.



The law requires “full and equal accommodations, advantages, facilities, privileges, or services in all business establishments.” Business establishments covered by the law include, but are not limited to:

- Hotels and motels
- Nonprofit organizations
- Restaurants
- Theaters
- Barber shops and beauty salons
- Hospitals
- Housing accommodations
- Local government and public agencies
- Retail establishments

## HATE VIOLENCE

Under the Ralph Civil Rights Act, it is against the law for any person to threaten or commit acts of violence against a person or property based on race, color, religion, ancestry, national origin, age, marital status, medical condition, genetic information, disability, sex, gender, gender identity, gender expression, sexual orientation, political affiliation, or position in a labor dispute.

## HUMAN TRAFFICKING

Human trafficking is a violation of civil law in addition to being a criminal offense. In 2016, AB 1684 (Stone) gave DFEH authority to receive, investigate, conciliate, mediate, and prosecute civil complaints alleging human trafficking under California Civil Code, § 52.5, the California Trafficking Victims Protection Act.

## FILING A COMPLAINT

If you believe you are a victim of discrimination, hate violence, or human trafficking, you may file a complaint by contacting DFEH as described below. For employment cases only, file within three years of the last date of harm; for all other cases, file within one year of the last date of harm. DFEH processes complaints filed by persons with terminal illnesses on a priority basis.

To schedule an appointment, contact the Communication Center below.

If you have a disability that requires a reasonable accommodation, DFEH can assist you by scribing your intake by phone or, for individuals who are Deaf or Hard of Hearing or have speech disabilities, through the California Relay Service (711), or you can contact us below.

## CONTACT US

Toll Free: (800) 884-1684  
TTY: (800) 700-2320  
contact.center@dfeh.ca.gov  
www.dfeh.ca.gov

# DISCRIMINATION IS AGAINST THE LAW

## CIVIL RIGHTS IN CALIFORNIA

The Department of Fair Employment and Housing (DFEH) enforces California state laws that prohibit harassment and discrimination in employment, housing, and public accommodations and that provide for pregnancy leave and family and personal medical leave. It also accepts and investigates complaints alleging hate violence or threats of hate violence and human trafficking.

## DFEH ENFORCES THESE LAWS BY:

The Department of Fair Employment and Housing (DFEH) enforces this law by:

1. Investigating harassment, discrimination, and denial of leave complaints
2. Assisting parties to voluntarily resolve complaints involving alleged violations of the laws
3. Prosecuting violations of the law
4. Educating Californians about the laws prohibiting harassment and discrimination by providing written materials and participating in seminars and conferences