

CRD Course Catalogue



Civil Rights
Department
STATE OF CALIFORNIA

Employment

Fair Employment 101 (Fair Employment Overview): Covers the high-level basics of employment discrimination, harassment, and retaliation, as well as reasonable accommodations for workers with disabilities and fair chance hiring for people with criminal records. Uses interactive case studies to illustrate how these topics commonly manifest at work.

Legal Protections for Workers with Disabilities: Explains how people with disabilities are protected from harassment and discrimination at work and in hiring. Provides an overview of reasonable accommodations, including timing and logistics of requests, evaluation of effectiveness, and the interactive process.

The Fair Chance Act (Use of Criminal History in Employment Decision-Making): Summarizes the laws and regulations that protect people with criminal records throughout the hiring process. Uses real-world scenarios to illustrate the various stages covered by the law. Discusses CRD's free Fair Chance resources.

Employment Retaliation: Introduces employment discrimination and harassment under California civil rights law. Provides an overview of how to establish a claim of retaliation using interactive case studies. Introduces CRD's employment complaint process, as well as specific remedies that may result.

Civil Rights Protections for LGBTQI + People at Work: Discusses how to identify and address discrimination, harassment, and retaliation against LGBTQI+ people using interactive case studies. Provides definitions of common legal terminology. Includes discussion of specific topics such as name changes and pronouns, clothing, bathrooms, and medical transitions.

Legal Protections for Pregnant Workers and New Parents: Provides an overview of reasonable accommodations for pregnancy and pregnancy-related disabilities, discrimination and harassment of pregnant and lactating workers, and forms of job-protected leave following the birth of a child.

Housing

Fair Housing 101 (Fair Housing Overview): Provides an overview of fair housing basics to educate tenants, housing seekers, landlords, property managers, and other housing providers about their rights and responsibilities related to housing discrimination including protections related to disabilities, source of income, criminal history, and more.

Fair Housing Rights for People with Disabilities: Covers the specific fair housing protections available for people with disabilities including reasonable accommodations and reasonable modifications.

Advanced Topics in Fair Housing: Provides a more in-depth look at California's fair housing protections including source of income discrimination, protections for people with criminal histories, and harassment.

Emotional Support Animals: Focuses on reasonable accommodations for emotional support animals. This training will cover all aspects of reasonable accommodations for emotional support animals including the difference between an emotional support animal and a service animal, documentation of need, and breed restrictions.

Fair Housing and Criminal History: Covers legal protections for people with criminal histories looking for and retaining housing.

Source of Income Discrimination: Introduces source of income protections in California including section 8 and other rental subsidies.

General Information about CRD

CRD 101: Provides an overview of CRD's enforcement areas, including discrimination and harassment in housing, employment, and public businesses, as well as support for people targeted for hate and survivors of human trafficking.

CRD Complaint Process Overview: Discusses the many responsibilities and functions of CRD and takes participants through a detailed overview of CRD's complaint process.