

## THIS JUST IN

Check out our new guide on tenants' rights, developed in partnership with the Department of Real Estate and the Business, Consumer Services, and Housing Agency. View the guide in six languages at calcivilrights.ca.gov/otherissues.



### **HOT OFF THE PRESS**

FACT SHEET	
California law forbids acts of violence or hreats of violence against a person or their xoperty based on personal characteristics, such as nece, ethnicity, sexual orientation, ender identity, or religion. The California Civil dights Department (CRD) enforces one of the VM laws that prohibits such "hast violence" -the Raph Civil Rights Act (Civil Code ection 517,1) rypu have been a victim of hate idention by the compalaint with CRD gainant the person who harmed you.	WHAT IS PROHIBITED UNDER The RLPH ACT? Here visiones is folders ensywhere, including the weighting, at home, a place of vessible, or on the street, Livite the Raiph Act, actionna civit law prohibits hate visiones and internidiation by threats of visiones. Here visiones and vision act motivated by bate against a person's actual of personneed produced characteristic - white, what about you that is protected under the act. Rispically requires physical contact of three of physical
WHICH PERSONAL CHARACTERISTICS ARE PROTECTED UNDER THE RALPH ACT?	contact with a person or their property. No one can require a person to waike - or give up - the act's protections. For example, a person cannot be required to give up protections under the act before they can receive goods or services.
see/gender (including organization, childbirth, and feistaf dereads Bondform) are den identify and gender expression are e color are an area color arantestary anatomation anatom	For example, the Ralph Act makes it illegial to: • Attempt to discourage – or stop – religious activities by threats of violence; • Damage a person's property because of that person's actual or perceived race, color, or national origin:
	<ul> <li>Variabilis or graffit is building because of the actual or perceived security orientation of people who use or own the building;</li> <li>Use or brandhis (show) a weapon to threaten or hurr someone because of that person's actual or perceived grader or graffer identify;</li> <li>Assault or try to assault a person because of actual or perceived grader or graffer identify;</li> <li>Advant or perceived grader or graffer identify;</li> <li>Advant or perceived grader or graffer identify;</li> <li>Advant or perceived grader or graffer identify;</li> </ul>
<ul> <li>position in a labor dispute</li> </ul> These listed characteristics are examples of protected discrimination based on other characteristics as well.	characteristic, including political affiliation or ancestry, in order to incite imminent lawless action – that is, encourage someone to act in a way that breaks the law.

#### View in All Languages

English (PDF) Arabic (PDF) Bengali (PDF) Chinese (PDF) Farsi (PDF) Gujarati (PDF) Hindi (PDF) Korean (PDF) Punjabi (PDF) Sinhala (PDF) Spanish (PDF) Tagalog (PDF) Urdu (PDF)

#### California Law Protects You from Hate Violence Fact Sheet

### **UPCOMING EVENTS**

<b>NOV 16</b>	Northern California Employment Round Table:
2022	Employment Background Checks including Criminal History
<b>NOV 17</b>	<b>Proteus, Inc. &amp; United Women's Organization:</b>
2022	2022 Farmworker Women's Conference
<b>NOV 17</b> 2022	Shaw Law and the Civil Rights Department: Transgender Workplace Rights
<b>NOV 18</b>	Marin County DA Community Forum:
2022	Know Your Rights Training for HS Students, Listening Session
<b>NOV 22</b>	Assemblymember Carlos Villapudua:
2022	Veterans Stand Down & Job Fair Event
DEC 13	Fair Housing Advocates of Northern California:
2022	Reasonable Accommodation Conference

NOTE: outreach event information is hyperlinked when available

## CASE FILINGS, SETTLEMENTS, & NEWS

MATS DEPART TIATE OF CALIFORNIA   Reviews, Consense Services and Review Agen	P BAUN APRICA, ODVERSOR
Civil Rights Department JI Harason Bunc, Sale 100 [16] Grows [ (A) 19378 Books Edd Books [ 160 / PD 21] [ Books Part Jones we attrict gov ] context canned gives co.gov	ar 214
October 21, 2022	Fahizah Alim (916) 585-7076
For Immediate Release	Fahizah.Alim@dfeh.ca.gov
	st to Dismiss CRD's Case Against on Blizzard
CRD's lawsuit challenging sex-ba	ed discrimination and harassment at

**Court of Appeal Denies Request** to Dismiss CRD's Case Against

Section 2014 Control of the Control of Contr

against using gamma Company and remove enclose summarize. In July 2022, the CRD file da lawsust against Activision in los Angeles County Superior Court, alleging that women were subjected to constant saxual harassmeri, ficultating groping, comments, and advances, and that the company's executives and human resources personnel knew of the harassmeri and failed to take reasonable steps to prevent the unadvil conduct, and instead retailated against women who complained. The complaint further allegen that the company fostered a waits Luture and paid women less than men, and assigned women to lower level jobs than men.

lower level jobs than men. Activision first asked the trial court to dismiss the CRD's lawsuit on the alleged ground that the CD laided to comply with its pre-filing obligations before bringing this lawsuit. The trial court declined to do so, and now the Court of Appeal has denied Activision's requests for the extraordinary remedy of a writ of mandate directing the trial court to dismiss the CRD's case.

Values of the two cone to wantiss the CHU 3 CBM. "With the Court of Appent's dealing of a writ of manafact, the CRD will continue Itigating this case to enforce the civil rights guarantees in the Fair Employment and Housing Act and the California Equal PryAct on behalf of women who worked for Activation," said CRD Director Kevin Kib, "The Court of Appent's ruling allows the CRD to continue pursuing relief for the thousands of women in California who have suffered sex-based discrimination, harassment, and retailation as Activision workers."

#### Activision Blizzard

October 21, 2022

View Press Release

## 

October 17, 2022 For Immediate Release

# Contact: Fahizah Alim (916) 585-7076 [ahizah.alim@dfeh.ca.gov

LEVIS MENTON, GOVERNON KEVIS KER, DIRECTOR

California Civil Rights Department Finds Widespread Housing Discrimination Against Federal Housing Choice Vouchers

With the Housing Authority of the City of Los Angeles opening its Housing Choice Voucher waiting list, California announces proactive efforts to stop discrimination against voucher holders

These methods are apprecised with a factor stars descendences to account of the holders Coloran autonomes processes of the stars descendences to account of the holders Coloran autonomes and the holders and the holders and account of the holders and account and the holders of the holders and the holders and account of the holders and account again holders of the holders and accounts, formerly honders and accounts and account account and account of the holders and accounts accounts and accounts and accounts and accounts and accounts and accounts accounts and accounts and accounts and accounts and accounts accounts and accounts accounts and accounts and accounts and accounts account accounts and accounts accounts and accounts and accounts accounts and accounts account accounts accounts accounts accounts and accounts accounts accounts accounts account accounts account accounts accounts accounts accounts accounts accounts accounts accounts accounts account accounts accounts accounts account accounts account accounts accounts accounts account accounts accounts accounts account accounts accounts account accounts account accounts accounts account accounts accounts accounts accounts account accounts accounts account accounts account accounts accounts account accounts account accounts accounts account accounts accounts account accounts account account accounts accounts accou

Conducting for how to transmost INTE-Conducting for how the second sec

Fair housing testing is a well-recognized method for identifying housing discrimination in real-work scenarios. During the testing process, individuals response to housing advertisements and inquire whether the housing provider accepts Housing Choice vouchers and, if so, whether any conditions apply.

waver-Today's announcement comes on the same day that the Housing Authority of the City of Los Angeler (MGLA) <u>agreend in Housing Choice workers watching life the first time in two years. Financed by Housing Descriment, Housing Choice workers provide rental saturations to low income households. The household pays the difference between the actual rent and the amount subsidized by the gramm. <u>Stortong</u> (JuliCa). In 2021, the gency paid more that 500 million to private handlords</u>

**California Civil Rights Department Finds Widespread Housing Discrimination Against Federal Housing Choice Vouchers** 

October 17, 2022

View Press Release

