



FAIR HOUSING

YOU ARE PROTECTED UNDER CALIFORNIA LAW

THE CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING (DFEH) ENFORCES LAWS THAT PROTECT YOU FROM ILLEGAL DISCRIMINATION AND HARASSMENT IN HOUSING BASED ON YOUR ACTUAL OR PERCEIVED:

- ANCESTRY
- COLOR
- DISABILITY (physical and mental, including HIV and AIDS)
- FAMILIAL STATUS (household with children under the age of 18, pregnant, or pursuing legal custody of children under age 18)
- GENETIC INFORMATION
- GENDER, GENDER IDENTITY, GENDER EXPRESSION
- MARITAL STATUS
- RACE
- MEDICAL CONDITION (genetic characteristics, cancer or a record or history of cancer)
- NATIONAL ORIGIN (includes language use and possession of a driver's license issued to persons unable to prove their presence in the United States is authorized under federal law)
- RELIGION (includes religious dress and grooming practices)
- SEX/GENDER (includes pregnancy, childbirth, breastfeeding and/or related medical conditions)
- SEXUAL ORIENTATION
- SOURCE OF INCOME

COMMON HOUSING-RELATED VIOLATIONS OF THE FEHA INCLUDE:

- ① Refusal to sell, rent, or lease housing accommodations
- ② Denial of a home loan or homeowner's insurance
- ③ Representation that a housing accommodation is not available for inspection, sale, or rental when that accommodation is in fact available
- ④ Provision of inferior terms, conditions, privileges, facilities or services in connection with a housing accommodation
- ⑤ Sexual harassment involving unwanted sexual advances or requiring sexual favors for housing rights or privileges
- ⑥ Cancellation or termination of a sale or rental agreement
- ⑦ Refusal to permit, at the disabled tenant's expense, reasonable modifications when necessary to accommodate a disability
- ⑧ Refusal to make reasonable accommodations in housing rules, policies, practices, or services where necessary to afford a person with disabilities equal opportunity to use and enjoy a dwelling
- ⑨ Discriminatory policies, practices, terms, or conditions that result in unequal access to housing or housing-related services

- Enforce the Fair Employment and Housing Act (FEHA), the Ralph Civil Rights Act, the Unruh Civil Rights Act, and the Disabled Person's Act
- Investigate harassment, discrimination, retaliation, and hate violence complaints
- Help landlords and tenants resolve complaints involving alleged violations of the laws enforced by DFEH
- Prosecute violations of the laws enforced by DFEH
- Educate Californians about the laws against discrimination, harassment, retaliation, hate violence, and human trafficking

It is also illegal for cities, counties, or other local government agencies to make zoning or land-use decisions or policies that unlawfully discriminate against you based on the categories listed above.

If you believe you are a victim of discrimination you may, within one year of the discrimination, file a complaint of discrimination with the Department of Fair Employment and Housing by following these steps:

- ① *Contact DFEH by using the information at the bottom of this flyer*
- ② *Be prepared to present specific facts about the alleged discrimination or harassment*
- ③ *Provide copies of documents that support the charges in the complaint*
- ④ *Keep records and documents about the incident(s), such as rent receipts, applications, and other potential proof of discrimination*

DFEH will conduct an impartial investigation. We represent the State of California. DFEH will, if possible, try to assist both parties to resolve the complaint.

If a voluntary settlement cannot be reached, and there is sufficient evidence to establish a violation of the law, DFEH may issue a civil complaint and litigate the case in state or federal court.

If a court decides in favor of the complaining party, remedies may include making available previously denied housing, compensation for losses and emotional distress, training and policy changes to prevent future discrimination, and other actions to eliminate the effects of discrimination.

CIVIL REMEDIES

- 1 *Making previously denied housing available*
- 2 *Compensation for losses and emotional distress*
- 3 *Training and policy changes to prevent future discrimination*
- 4 *Other actions to eliminate the effects of discrimination*

If you have a disability that prevents you from submitting a written pre-complaint form on-line, by mail, or email, DFEH can assist you by scribing your pre-complaint by phone or, for individuals who are Deaf or Hard of Hearing or have speech disabilities, through the California Relay Service (711), or call us through your VRS at (800) 884-1684 (voice).

To schedule an appointment, contact the Communication Center at (800) 884-1684 (voice or via relay operator 711) or (800) 700-2320 (TTY) or by email at contact.center@dfeh.ca.gov.

DFEH is committed to providing access to our materials in an alternative format as a reasonable accommodation for people with disabilities when requested.

Contact DFEH at (800) 884-1684 (voice or via relay operator 711), TTY (800) 700-2320, or contact.center@dfeh.ca.gov to discuss your preferred format to access our materials or webpages.

FOR MORE INFORMATION

Department of Fair Employment and Housing

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

Also find us on:

