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July 6, 2017  
For Immediate Release

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## **HOMEOWNERS ASSOCIATION TO PAY \$177,750 TO SETTLE DFEH RETALIATION CASE**

*Manager fired the day after she insisted on testifying truthfully in response to DFEH subpoena*

Elk Grove, California— Yosemite Lakes Owners Association of Coarsegold, California will pay \$177,750, revise its policies, provide training to staff, and report any complaints of discrimination it receives for the next five years in order to resolve a retaliation lawsuit filed by the California Department of Fair Employment and Housing (DFEH), the agency announced today. The lawsuit filed in Madera County Superior Court charged the homeowners association with retaliating against a former employee, Amanda Childress, by firing her for assisting the DFEH in its investigation into another case.

The DFEH complaint alleged that Childress, who worked as a manager for the association, informed her employer that she had been subpoenaed to testify in a DFEH investigation of a complaint filed by another employee. Association management then instructed Childress to testify in favor of the association. Childress replied that she would have to tell the truth in response to the subpoena. The association fired her the next day. Yosemite Lakes denied all allegations of wrongdoing.

“All Californians are guaranteed the right to assist the DFEH with its investigation of complaints of discrimination without fear of retaliation,” said Kevin Kish, Director of the DFEH. “Unlawful retaliation undermines legal protections and thwarts effective enforcement of our laws. For that reason, the Department will aggressively prosecute cases with clear evidence of retaliation. This settlement sends a simple message: do not retaliate against employees who assert their rights.”

*The DFEH is the state agency charged with enforcing California’s civil rights laws. The mission of the DFEH is to protect the people of California from unlawful discrimination in employment, housing and public accommodations and from hate violence and human trafficking. For more information, visit the DFEH’s web site at [www.dfeh.ca.gov](http://www.dfeh.ca.gov).*