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January 24, 2018  
For Immediate Release

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**CALIFORNIA SETTLES CLAIMS AGAINST NEVELEX CORPORATION FOR RACE AND DISABILITY DISCRIMINATION AND RETALIATION**

*\$65,000 awarded to African American Quality Assurance Analyst in addition to affirmative relief to prevent future discrimination in action brought by DFEH*

The Department of Fair Employment and Housing (DFEH) announced today that it has reached a settlement with Nevelex Corporation (“Nevelex”) on behalf of an African American former employee who filed a complaint alleging employment discrimination based on his race and disability.

The complainant worked as a Quality Assurance analyst at Nevelex’s El Segundo office for nine months and alleged that white co-workers discriminated against him based on his race and disability. He lost sight in one eye while serving in the military. He further alleged that he was terminated after he complained about the discriminatory treatment and told that he was “not a good fit.” He also alleged that Nevelex paid him less than similarly situated white employees despite his qualifications and retaliated against him when he complained.

“Employers may not discriminate on the basis of race and disability or retaliate against an employee for complaining about discriminatory treatment,” said DFEH Director Kevin Kish. “Employers also may not pay employees less on the basis of race.”

Under terms of the settlement, Nevelex agreed to pay \$65,000 in lost wages and emotional distress damages to complainant. The company must also undergo quarterly racial and cultural sensitivity training within the next 12 months with a refresher in two years. In addition, Nevelex will retain a consultant to create and implement a process for complaints and investigations that reflects HR best practices. Its managers, supervisors and Human Resources representatives will also receive in-person classroom training and education regarding California’s Fair Employment and Housing Act. As part of the settlement, Nevelex has admitted no wrongdoing.

*DFEH is the state agency charged with enforcing California’s civil rights laws. The mission of 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 [www.dfeh.ca.gov](http://www.dfeh.ca.gov).*