



# WORKPLACE RIGHTS FOR MEMBERS OF THE MILITARY AND VETERANS

VETERANS AND ACTIVE DUTY MILITARY PERSONNEL ARE PROTECTED FROM EMPLOYMENT DISCRIMINATION AND HARASSMENT BY CALIFORNIA'S FAIR EMPLOYMENT AND HOUSING ACT

## WHO IS PROTECTED

The opportunity to seek, obtain, and hold employment without discrimination because of military and veteran status is a civil right. Under our law, military and veteran status means a member or veteran of the United States Armed Forces, United States Armed Forces Reserve, the United States National Guard, or the California National Guard. Military and veteran status also includes a perception that a person is a veteran or member of the military or that the person is associated with someone who is a veteran or member of the military.

## THE CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT:

- ① Prohibits discrimination on the basis of military and veteran status against any job applicant, unpaid intern, or employee in hiring, promotions, assignments, termination, or any term, condition, or privilege of employment.
- ② Prohibits harassment of employees, applicants, unpaid interns, volunteers, and independent contractors on the basis of military and veteran status.
- ③ Requires employers to reasonably

accommodate employees or job applicants with a disability to enable them to perform the essential functions of a job.

- ④ Prohibits unions from discriminating in member admissions or dispatching members to jobs.
- ⑤ Requires employment agencies to serve all applicants equally, refuse discriminatory job orders, and prohibits employers and employment agencies from making discriminatory pre-hiring inquiries or publishing help-wanted advertisements that express a discriminatory hiring preference.
- ⑥ Prohibits retaliation against a person who opposes, reports, or assists another person to oppose unlawful discrimination.
- ⑦ Permits job applicants, unpaid interns, volunteers, and employees to file complaints with the DFEH against an employer, employment agency, or labor union that fails to grant equal employment as required by law.

## FILING A COMPLAINT

If you believe you are a victim of discrimination you may, within one year of the discrimination, file a complaint of discrimination by contacting DFEH.

If you have a disability that prevents you from submitting a written intake form on-line, by

mail, or email, DFEH can assist you by scribing your intake 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). DFEH is committed to providing access to our materials in an alternative format as a reasonable accommodation for people with disabilities when requested.

To schedule an appointment or to discuss your preferred format to access our materials or webpages, contact the Communication Center at (800) 884-1684 (voice or via relay operator 711) or (800) 700-2320 (TTY) or by email at [center@dfeh.ca.gov](mailto:center@dfeh.ca.gov).

## FOR MORE INFORMATION

Department of Fair Employment and Housing

Toll Free: (800) 884-1684

TTY: (800) 700-2320

Online: [www.dfeh.ca.gov](http://www.dfeh.ca.gov)

Also find us on:



## CIVIL REMEDIES

- 1 Award of the job denied to the complainant, or similar relief
- 2 Back pay or promotion for the complainant, or compensation for moving and relocation
- 3 Compensatory damages for the complainant, including emotional distress damages
- 4 Fines, penalties, or punitive damages
- 5 Attorney's fees and costs