



## Department of Fair Employment & Housing

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### **DFEH Settles Sexual Harassment Case Against the City of Cypress Police Department** *Police Officer to receive \$150,000 and retirement benefits after being sexually harassed by Sergeant*

**Sacramento** – The California Department of Fair Employment and Housing (DFEH) has reached a settlement in a sexual harassment case involving a former Police Officer who alleged his Sergeant sexually harassed him over a period of approximately 18 months.

In January 2019, the complainant filed a complaint alleging violations of the Fair Employment and Housing Act, and later, alleged additional violations of the Ralph Civil Rights Act. The complainant alleged that his Sergeant would state “I love you,” make sexually charged intimations, and forcefully hug the complainant. Furthermore, the complainant alleged that he experienced retaliation shortly after filing a complaint with human resources.

The parties engaged in a voluntary pre-investigation mediation with DFEH’s Dispute Resolution Division, resulting in a settlement in which the City of Cypress will pay the complainant \$150,000 and provide retirement benefits.

“Unlawful sexual harassment does not have to be motivated by sexual desire,” said DFEH Director Kevin Kish. “Sexual harassment may involve harassment of a person of the same gender as the harasser, regardless of either person’s sexual orientation or gender identity.”

In addition to a monetary settlement, the Sergeant will undergo training that addresses the prevention of sexual harassment in the workplace.

DFEH Attorney Mediator, Brandon Coen, mediated this case.

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*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).*

